

State

UNITED STATES DEPARTMENT OF STATE

JUNE 1994

INFORMATION SUPERHIGHWAY



HITTING THE ROAD



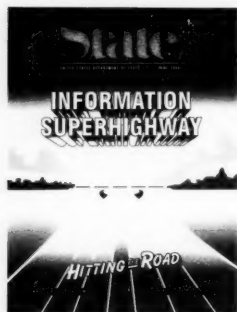
L E T T E R S

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Deadline for submitting material is in the first week of each month. Contributions (consisting of general information, feature articles, poems, photographs, drawings) are welcome. *Double-space*, spelling out job titles, names of offices and programs—*acronyms are not acceptable*. Send contributions (anonymous submissions will not be published) to STATE magazine, PER/ER/SMG, SA 6, Room 433, Washington, D.C. 20522-0602. Telephone: (703) 516-1667. Fax: (703) 812-2475. Contributions may also be dropped off in Room 3811 Main State.

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Editor Sanford (Whitey) Watzman
Deputy editor Barbara Quirk
Staff assistant Kim Banks □



The motor is running at State. First gear is next. The story is on Page 18.

The un-spouses

WASHINGTON

DEAR Editor:

We call your attention to an issue that is important to an increasing number of Foreign Service officers: the issue of officers involved in non-married but committed relationships who desire for their companions to accompany them to post. As Foreign Service officers preparing to be posted abroad, we found that, while there is no explicit prohibition against unmarried officers being accompanied by their companions, there are also no provisions to aid or even guide officers wishing to do this.

At the present time, companions may not appear on an officer's travel orders, which in effect means that they receive none of the benefits that spouses receive. Their airfare, language training, air freight and other expenses must be paid out-of-pocket. They usually receive no help from the embassy when orienting themselves to the host society or when seeking employment in the host country, nor do they have access to the medical units or commissaries. They also do not receive diplomatic protection. This situation causes multiple mental and financial stresses to the officers involved.

The lack of benefits and guidelines can also prove costly to the Foreign Service. The Service misses out on the skills of many highly-qualified candidates who choose not to join the Foreign Service because they are not ready or even able to marry their companions. The Service also loses highly-respected, talented and experienced officers who choose to resign when out-of-pocket outlays for their partners' needs become financially unmanageable, or when the lack of formal recognition of

the relationship makes life too complicated. The countless hours and thousands of dollars Foreign Service agencies spend on clearances, training, travel, housing and per diem are all lost in such cases.

While it is not unreasonable for the Government to impose conditions, there are benefits, such as equal access to embassy employment, access to the commissary and the embassy medical unit, assistance with visas and work permission, and official permission for companions to reside in U.S. Government housing, that would not incur any financial outlays from the agencies and would greatly assist unmarried couples serving abroad. Such benefits could greatly ease the exceptionally high demands on Foreign Service officers' personal lives and thereby raise morale.

The Foreign Service should accept and recognize that Foreign Service officers are representatives of our increasingly diverse society, and quite naturally will continue to follow diverse lifestyles. Some flexibility and accommodations regarding officers' companions would better enable the Service to continue to recruit—and retain—the best and brightest.

Sincerely,

JIM MALSTER

Junior officer trainee, La Paz

REBECCA BROWN

Junior officer trainee, Seoul

U.S. Information Service □

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State

NO. 378

UNITED STATES DEPARTMENT OF STATE

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NEWS HIGHLIGHTS

Congress passes Foreign Relations Authorization Act for '94-'95

A new law that reduces the size of the Senior Foreign Service, paves the way for further reorganization of the State Department and aims at strengthening the Foreign Service's competency in foreign languages, among its other provisions, has been adopted by Congress. Known as the Foreign Relations Authorization Act for Fiscal Years 1994 and 1995, it was signed quickly by President Clinton.

Personnel reductions

The law authorizes no more than 820 Senior Foreign Service officers to be employed by State as of next September 30. The limit will be 770 one year later. They are to be part of a total of 9,100 members of the Foreign Service at State. The Secretary may waive the limitations if "necessary to carry on . . . foreign affairs functions" but, if he does so, he must explain to Congress. A Senate-House conference report refers to what it termed "the excessive growth of the Senior Foreign Service."

In addition, the act prohibits awarding performance pay to members of the Senior Foreign Service during the current fiscal year and the next year unless the Secretary makes such awards to members of the Senior Executive Service, according to the conference report.

It also says that Foreign Service officers who complete assignments in positions to which they were appointed by the President, and who are not otherwise eligible for retirement, must be reassigned within 90 days plus any period of authorized leave. Otherwise, they are to be retired from the Service.

The law empowers the Secretary to make reductions-in-force in the Foreign Service. Such authority already exists in the Civil Service.

"The committee of conference provided this authority," its report says, "in hopes that the Secretary would [use it] in order to meet the executive branch's goals for reducing the number of federal employees. It has been provided to achieve



equitable distribution of downsizing efforts across all classifications of employees at the Department."

Management officials have said reductions-in-force would be used only as a last resort. With retirement "buyouts" now authorized through earlier legislation, the prospect of reductions-in-force appears to have receded.

Department reorganization

The law enables Secretary Christopher to reorganize the Department substantially along the lines he had envisioned shortly after he took office (STATE, March 1993)—and to go beyond that. There will be a fifth under secretary of state—a slot that the Secretary has said will be filled by Department counselor Timothy Wirth, who has a global affairs portfolio.

There will be a maximum of 20 assistant secretaries—a net increase of two over the existing total—and one of them will be assistant secretary for democracy, human rights and labor, as ordained by the act. There will be no more than 66 deputy assistant secretaries, one of whom must be in charge of burdensharing, with ambassadorial rank.

The conference report says of the reorganization authority: "This provides a flexibility designed to allow the Department to respond organizationally to rapid changes in international relations without having to obtain legislation to do so. The committee of conference expects that this flexibility will be used not only to create new positions, bureaus and offices, but to abolish obsolete ones. The committee notes that the Secretary's announced reorganization of last year was described at the time as a first step in an ongoing process, and intends that the flexibility provided by this act permit further organizational change with a minimum of legislation."

On the matter of assistant secretaries, the conference report states: "The committee of conference acknowledges that the authorized total of 20 is four less than the executive branch's original request. The committee notes, however, that the Senate was sharply divided even on the agreed increase of two, which survived a Senate floor amendment to freeze the number at the current 18 positions by only one vote. The committee encourages

Congress says: let's have fewer senior officers; it's O.K. to reorganize State; learn languages

the Department to examine whether, given current budget constraints, it is imperative to fully utilize the authorized total of 20 positions. As an alternative, the committee urges the Department to examine the possibility of employing the new flexibility permitted by the conference substitute to abolish one or more assistant secretary positions in order to permit the creation of new ones.

"The committee further notes widespread agreement with the proposal by the Department to use one of the additional authorized positions to create an assistant secretary for population, refugees and migration. Beyond this, however, the committee understands that the Department is planning to use the increased authority provided by this bill to propose the establishment of assistant secretaries both for nonproliferation and for the newly-independent states.

"Regarding the former proposal, the committee is concerned that the new bureau's responsibilities may create duplication and overlap with the responsibilities envisaged for the Arms Control and Disarmament Agency under Title VII. The committee further notes that a number of questions have been raised about the specifics of the planned division of the current Bureau of Political-Military Affairs which would be necessary to create the new bureau.

"Regarding the latter proposal, the committee agrees that the responsibilities of the existing Bureau of European and Canadian Affairs are too broad. The committee questions, however, whether appropriate alternative solutions to this

For promotions, requires that 'significant consideration' be given to foreign language 'competence and use'

problem, such as the transfer of responsibility for Canada to the Bureau of Inter-American Affairs or for Central Asia to the Bureau of South Asian Affairs, have been fully examined. The committee notes that the deletion of references to specific countries from the existing statute governing the Bureau of South Asian Affairs, for example, is designed to permit consideration of one such alternative."

Foreign languages

As to beefing up foreign language capability, the legislation requires the Secretary within 180 days to promulgate regulations that are described this way in the conference report:

"(1) establishing hiring preferences for Foreign Service officer candidates competent in languages, with priority preference given to those languages in which the Department has a deficit; (2) establishing a norm that employees will not receive long-term training in more than three languages, and requiring that employees achieve full professional proficiency in one language as a condition for training in a third, with exceptions for priority needs of the Service at the discretion of the director general; (3) requiring that employees receiving long-term training in a language, or hired with a hiring preference for a language, serve at least two tours in jobs requiring that language, with exceptions for certain limited-use languages and priority needs of the Service at the discretion of the director general; (4) requiring that significant consideration be given to foreign language competence and use in the evaluation, assignment and promotion of all Foreign Service officers; (5) requiring the identification of appropriate Washington positions as language-designated; and (6) requiring remedial training and suspension of language differential payments for employees receiving such payments who have failed to maintain required levels of proficiency. The conference substitute also repeals Section 164 of the Foreign Relations Authorization Act, Fiscal Years 1990 and 1991, which established a Foreign Service promotion preference for language competence.

"Section 152, regarding foreign language competence in the Foreign Service, reflects the committee of conference view that a comprehensive approach is needed to the problem of enhancing the language

proficiency of our Foreign Service officers which gives positive weight to language proficiency in the Foreign Service recruitment and assignment processes, as well as in respect to promotions.

"In mandating hiring preferences for Foreign Service officer candidates who are competent in particular languages, the committee of conference has in mind languages used in two or more substantial posts in which the Foreign Service has, and is likely to have, deficits of qualified personnel in comparison with current and projected numbers of language-designated positions to be filled. The committee of conference believes that language proficiency preference should be a factor in the hiring of some members of each entering Foreign Service class.

"The requirement that employees achieve full professional proficiency in one language as a condition for training in a third language responds in part to persistent recommendations from ambassadors, and reports including the 1986 Stearns report and the 1993 inspector general report, accenting the need for higher levels of required proficiency than the current 3/3 level. In providing for exceptions for priority needs of the Service, the committee of conference believes exceptions including those necessary: to staff, in a manner consistent with orderly management of the personnel system, 'hard to fill' positions and positions at posts receiving a differential allowance for danger or at which personnel must be unaccompanied by family members; to staff posts using Finnish, Danish, Slovak, Hungarian and other limited-use languages in which the Foreign Service has a very limited number of language-designated positions, when officers with the appropriate skills and language competence are unavailable; to make tandem assignments possible when one member of the couple has already had long-term training in three languages.

"The committee of conference believes that critical needs of the Service exceptions should include the staffing of 'hard-to-fill' positions and posts receiving a differential allowance for danger or at which personnel must be unaccompanied by family members.

"The committee also believes that, all other factors being equal, a bidder for a language-designated position who already has full or general professional proficiency in the appropriate language should be given an advantage. Under regulations

FILM REVIEW

'C Street' viewer withholds 'Oscar' for now; success 'will depend. . .'

BY NICHOLAS PLATT

The reviewer, formerly ambassador to Pakistan, now president of the Asia Society in New York, gives his reaction here to the TV show, produced by the Department's management, which has been shown in the Department and is now being viewed at posts overseas.

I watched the first episode of "C Street" with real interest. The program represents an innovative effort by management to reach out and start a dialogue



Mr. Platt

they are hearing.

The first episode was, of course, long on introduction and short on specifics. It came alive at the end, when concrete issues and involved individuals were on the tube. "C Street" will have a large and lasting audience if it can cover the hot topics—diversity for starters—in a fresh and fair way.

Finally, let me be one of the first to react specifically to "C Street." Under Secretary Dick Moose remarked on the program that the Foreign Service was losing its appeal as a vocation. I served with many smart, dedicated young Foreign Service officers who know, as I did when

putting the requirements of Section 164 of Public Law 101-246 on a basis of regulation, promotion panels for Foreign Service officers of the Department of State



I joined, that there is only one institution empowered to conduct diplomacy, and that those interested in managing the relations between nations have no choice but to work for the State Department. They also know that the only way to have an impact is to put in the years that make up a career. They are doing so with gusto and success.

The basic appeal of the profession is still there in a world of change. But it's up to all of us—active and retired—to make sure the conditions and opportunities that will attract the best talent are available now and for the generations to come. That's what "C Street" needs to be about. □

Coming: diversity

The second "C Street" program, now being taped, zeroes in on the issue of diversity. Management will present its viewpoint, and employees will be heard. Also featured will be an interview with Laura Lane, who organized the evacuation in Rwanda, and responses to the first program. ■

... should be instructed to take account of language ability and, all matters being equal, to give precedence in promotions to officers with demonstrated outstanding

language proficiency.

"The committee believes that officers serving in some country desk positions in the Department should have familiarity with the appropriate language, as well as officers serving in positions requiring regular negotiations or contacts with speakers of a particular language. It should be expected that some officers serving on Arab country, Spanish-speaking Latin American, Francophone, Lusophone, Russian, Japanese, Chinese and other desks speak the relevant language, just as some officers working on Nato affairs should speak French, which is one of Nato's two working languages."

Other provisions

The law in some of its other sections:

—"Allows the Secretary greater flexibility in hiring U.S. citizens, particularly family members of U.S. Government employees, at embassies and consulates abroad."

—"Provides an allowance for dependents of Foreign Service employees who are elementary and secondary school students attending boarding school to travel to meet a relative or family friend or to join their parents at any location when travel to the post at which the parents serve is unfeasible. Such allowance may not exceed the travel costs between the dependent's school in the United States and the post where the parents are assigned. The Senate amendment also extends the same allowance as is currently provided to students at U.S. institutions to dependents studying for less than one year at a post-secondary institution abroad under a program approved by the school in the United States at which the dependent is enrolled and limits allowable travel expenses to the cost of travel to and from the school in the United States."

—"Directs the Secretary to appoint, to the maximum extent practicable, women and minority applicants to the Foreign Service who are participants in previously-established mid-level placement programs of other defense and national security-related agencies that have been impacted by downsizing."

—"Requires State to make it easier for Capitol Hill personnel to gain access to State to attend meetings there, and to park there, with the conference committee noting: "The Department has instituted procedures to issue identification cards to

members [of Congress] and staff to allow them basically unimpeded access. The committee commends the Department for this action." □

Consular officers are commercial officers, too, at posts in Germany

BY NORMAN A. SINGER

The author is minister-counselor for consular affairs in Bonn.

As part of the administration's national export strategy, the U.S. mission in Germany, in conjunction with the Department of Commerce, has started a series of initiatives collectively titled "Showcase Germany." It reflects a mission commitment to promote U.S. business and commercial interests.

Consular officers are becoming commercial officers here. Consular officers are a reservoir of talent that have heretofore not been sufficiently tapped. The program to train consular officers to promote foreign investment in the United States, and to assist U.S. business to reach commercial markets in Germany, should not only break down traditional barriers between various elements in the mission,

but also promote greater job satisfaction, a more flexible and responsive workforce and broad-based support for one of our primary mission goals and objectives.

Consular officers have been asked to expedite issuance of documentation to businessmen, to hold outreach programs to advise business of topical issues, to work in business information offices at trade fairs, to attend meetings of business organizations, to promote the U.S. travel industry by displaying posters and promotional material from the airlines, hotels, car rental agencies, traveler's checks and telephone companies, and to be alert to and report on new trends and business opportunities. Their performance in these areas will be taken into account when preparing employee evaluation reports.

Our consular business centers are one of these new initiatives. These centers, in all consular sections in Germany, are attractive, eye-catching focal points for the hundreds of clients, both American and German, who come to consular sections every day. The centers are "silent salesmen" for trade, tourism, investment and services.

They are also a quiet corner for business people to browse through trade and investment material while waiting for consular services to be completed. Each center has a hotline to the nearest U.S. and Foreign Commercial Service office, should further information be required. The centers are monitored and managed by consular personnel, in close cooperation with the commercial service. □



Ambassador Richard C. Holbrooke, left, opens the Bonn Consular Business Center.

With him are commercial counselor Robert Kohn and the author.

Clintons drop in at Ops Center

President Clinton and his wife made a surprise visit to the Operations Center on the evening of April 11, to the delight of staffers there, said Glyn Davies, director of the center.

The Clintons had attended a black-tie dinner on the eighth floor with Secretary Christopher and his wife, in commemoration of Thomas Jefferson's 250th birthday.

They were given a tour of the center, accompanied by Mr. Davies and Marc Grossman, executive secretary of the Department.

In addition to greeting staffers, they thanked members of the Rwanda task force, who were working there, for their efforts in the evacuation of Americans trapped in warring Rwanda. □

Paul Hughes, special assistant to the Secretary, greets the President. With them is watch officer Arlene Ferrill. (White House photo)



The Clintons view a photo of President Lyndon Johnson's 1965 visit to the Operations Center. With them are executive secre-

tary Marc Grossman and the Secretary. (State Department photo by Ed Anderson)

Paris gift shop assistant manager is found guilty of embezzlement

Annabelle Dizon, who was the assistant manager of the Paris Employee Association Gift Shop, was sentenced in absentia in a French court to 10 months in prison and ordered to make restitution of \$77,842, following her conviction in an embezzlement case.

The prosecution resulted from audits by State's Office of the Inspector General, which said: "As early as May 1988, an audit had recommended improved cash-control procedures by the employee association. Had such procedures been exercised, the theft might have been prevented or, at least, detected earlier.

"The fact that Ms. Dizon, a long-time, trusted employee, was frequently alone in the shop and was largely unsupervised in her work also contributed to the gift shop's vulnerability to embezzlement." ■

HONORS & AWARDS

Gain, in Damascus, wins Leamon Hunt administrative award: \$5,000

Ronald L. Gain, administrative counselor in Damascus, is this year's winner of the \$5,000 Leamon R. Hunt Award for Administrative Excellence. In addition to the check, he received a certificate signed by Secretary Christopher.

Nine others were nominated: Robert C. Bryson, Grenada; Wayne J. Bush, Nairobi; Jack E. Ferguson, Baku; Alan E. Greenfield, Tbilisi; Rudy Hall, Mogadishu; Sharon Lavorel, Lusaka; Susan M. Lysyshyn, U.S. mission to Nato; Brian H. McIntosh, Algiers; and Sandra Wenner-Yeamon, Chisinau.

The award panel was chaired by Patrick F. Kennedy, assistant secretary for administration. Members were Genta Hawkins Holmes, director general; Mary Ryan, assistant secretary for consular affairs; Harry Geisel, executive assistant to the under secretary for management; Ray Robinson, director of the administration bureau's Office of Resource Management; and Mike O'Brien, executive director, Bureau of International Organization Affairs.

Mr. Gain was nominated by Christopher W.S. Ross, ambassador to Syria, who, citing what he called the officer's "judicious use of resources," said: "Mr. Gain worked assiduously to find a way to work legally at an exchange rate more advantageous than the 11.2-Syrian pounds-to-the-dollar mandated by the Syrian government, which is approximately one-fifth of the free-market price of pounds in Lebanon. As soon as the government permitted the embassy to use a so-called 'blended' exchange rate of 26.6-pounds-to-the-dollar, he coordinated with (other offices) to take advantage of this opening. The embassy's move to this new rate on October 1 should save the Department approximately \$800,000 in 1994."

Mr. Gain was commended for obtaining a wage increase for Foreign Service national employees to offset the loss in buying power caused by the change in the exchange rate, and for tightening internal controls at the post. Mr. Ross said: "Shortly after arrival, he moved to



Ronald L. Gain receives Leamon R. Hunt Award from Secretary Christopher.

ensure that no one profited from end-of-tour sales by manipulating the exchange rates. The inspector's general's report (said): 'Post management, including the administrative officer, is commended for their determined efforts to make this post squeaky clean.' Besides ending sales at the artificial 'official' exchange rate, he obtained approval to collect consular fees from our large Lebanese clientele in dollars, and convinced U.S.I.A.'s management that expenses be met largely through Syrian pounds, rather than dollars. Eighty-five percent of its expenses are now paid in pounds at considerable savings to the U.S. taxpayer.

"Mr. Gain made an impressive case that a full-time budget and fiscal officer should be assigned to this embassy, despite worldwide constraints on new positions. The inspectors supported his position, and an officer will arrive this summer. He also persuaded the Department to provide the embassy with a housing assistant and a general services office secretary. Beyond that, he got the Depart-

ment's agreement to reprogram a driver position to procurement and hire a replacement driver. At a time when most embassies are downsizing, Mr. Gain could not have obtained such approvals without a sure grasp of the methods for justifying such augmentations.

"Damascus is a thinly-staffed hardship post that in the last year has received five separate Secretarial visits, eight congressional delegations and numerous (other) visitors. Mr. Gain is the individual attending to the administrative, accounting and logistical details that spell the difference between success and failure. With his facility with computer programs, he rapidly turned out color-coded schedules, room and motorcade assignments and other materials which have been complimented by advance people and their principals as innovative and useful. It is not surprising that, when officials of the bureau thought of hosting a chiefs-of-mission conference at another post, they immediately wanted us to make Mr. Gain available. He is the cool, professional operator everyone wants on their team." ■

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Over the Bounding Main

BY RON PALMATIER

The author is officer-in-charge of the engineering services office at Embassy Dakar.

THE CREW OF THE Satchmo weighs anchor in the lee of Santa Maria, a small island crowned by the ruins of a leper colony in the port of Praia, in the Cape Verde islands west of the African maine. The afternoon sun pales in the gathering harbor as a warm dust blowing off the Sahara, 1,000 miles to the east. Bidding adieu to well-wishers on the beach, we set all sail and lay a course due east for Dakar, Senegal, 400 miles to windward.

The week of October 4, 1994, Jim Cochran and I were in Praia on a routine quarterly visit to service and inventory security systems at the embassy. One of the problems was a walk-through metal detector in the chancery lobby that needed to be replaced. While I had reserved a new detector at my regional engineering services office in Dakar, I hadn't been able to deliver the system to Praia. All airlines serving Cape Verde refused to take the detector, for lack of cargo space on their small twin-engine planes. Nor could our defense-attaché C-12 aircraft at Embassy Dakar accommodate the oversized load.

So I needed a cost-effective way to send this \$4,000 system to Praia, and I knew that U.S. Ambassador Joseph Segars there was interested in exercising his post's emergency-and-evacuation vessel in



Sailing for the Foreign Service: the author.

its official capacity. That was the Satchmo, which became the logical choice to take on the cargo.

I requested the use of the boat for official business, and the plan was convincingly presented to Ambassador Segars by Long Lee, administrative and post security officer at Embassy Praia. My own post amended my travel orders to authorize sailing on the Government-owned boat, and the voyage was set in motion.

There was no dearth of volunteers for the trip, but the limited bunk space held crew to four persons: Russell

Hanks, Embassy Praia's consul and an avid sailor; Acey Johnson, recently a Marine security guard, now assistant general services officer and husband of Ms. Lee; Gary Dom, employed by Embassy Praia as captain and caretaker of the boat, with many thousand blue-water miles behind him (having virtually grown up aboard the family sailboat as it plied the oceans of the world); and I who have owned, raced and cruised sailboats since 1960, delivering ocean-going sailboats from Hawaii and along the U.S. west coast in the '70s and early '80s—perhaps as a counterpoise to many long months submerged on U.S. Navy submarines during a 1970 tour.

The Satchmo is a 32' ketch-rigged diesel-auxiliary sailboat. Though it's not an ocean-going vessel by design, Gary Dom and I judged it fit for sea duty. I had ventured offshore in many a boat not as well-found as this one, with her satellite-navigation receiver (SatNav), HF & VHF radio gear, her newly-overhauled engine, and her new standing rigging to keep the two masts and three sails aloft, where they belonged.

As we motor-sailed out of the harbor and cleared the breakwater, the Satchmo

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Watching the dolphins dive—they're camera-shy.

heeled briskly onto her starboard gunwale from the force of the 12-knot trade winds, and stayed rail-down for most of the 60-hour voyage. Landbirds and island fishing pirogues soon vanished astern as the ketch plowed doggedly eastward into the night, jostled and tossed by 3-foot seas and the 12-foot swell of the Canary current.

As a moonless night embraced the sea around us, I welcomed the darkness that revealed old familiar constellations of the zodiac parading reassuringly across the heavens. This trip would be a navigational cakewalk, with dozens of well-known stars rising from the celestial horizon at their precise and predetermined declination. We could make this voyage without the marvels of modern electronic equipment. Indeed, if my sextant stayed in its case belowdecks and the ship's magnetic compass began spinning wildly, we would still find Dakar in less than 100 hours. For every spot on earth has one or more zenith stars, which pass directly overhead. I would identify Dakar's zenith star from the nautical almanac. Sailing west to east, we had only to pinpoint that star and head for it, then for the one rising immediately below it and so on. With a boat-speed "over the bottom" of 4 to 6 knots, in 60 to 100 hours at the outside,

we would surely see the navigation light at Points des Almadies, the westernmost point in all of Africa, and the lighthouse atop les Mammelles which, at 105 meters, is the highest point visible from the coast of Senegal.

However, since this fancy equipment was already at hand, we decided we might as well use it. Russ did a commendable job as naviguessor, plotting the coordinates of latitude and longitude that glowed relentlessly from the SatNav display, with better-than-1/10-of-a-mile accuracy.

The off-watch crew were lulled by the warm wind and the ennui of unending staccato motion. But those caught dozing topside were startled from their somnolence by cold spray breaking repeatedly over the windward gunwale, until the need for sleep overcame the scant comfort of staying dry.

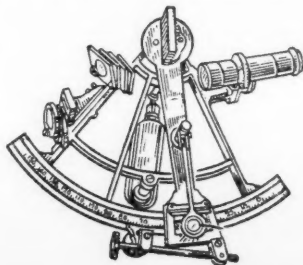
Meals on board were informal but sumptuous, with Long Lee's superb spring rolls, the roast beef, baked potatoes and pizza prepared by Gary's wife, and Russ' salubrious salami sandwiches. We switched the helm to autopilot, so the

boat tended itself, and we indulged in the international haute cuisine that lay before us.

On the second night of the voyage, the engine shut down from an air lock in the fuel line. Gary and Russ quickly mended the leak and bled the air from the line, bracing themselves belowdecks against the churning, chaotic motion of the small boat. As they topped-off the fuel tank from our reserve cans of diesel oil, the air below grew rancid with fumes from unavoidable spillage into the bilge, forcing us to open a portal to let in fresh salty air, predictably accompanied by fresh salty spray.

Halfway through the voyage, I made VHF-radio contact with the Marine security guard at Embassy Dakar and Seabee Cochran, who had coordinated motor-pool support with Embassy Dakar, arranged with the regional security officer a 24-hour guard for the Satchmo and located a quiet cost-free anchorage.

But we were unable to make our 2300 estimated-arrival time, so I dismissed the sleepy reception party by radio and set a new estimated time of 0700 the next day. Satchmo made landfall in Dakar at dawn on Monday, October 11. It was Columbus Day.



Finally rounding the island of Goree, the infamous staging ground for slave trade to the Americas, we anchored at the small-boat basin in two fathoms of muddy water. While Gary hired a Senegalese boatman to ferry us ashore, my wife Prangthong and Seabee Cochran stood on the dock, bleary-eyed from long hours of watching and waiting for the errant Satchmo. They brought fresh coffee and two embassy vehicles to transport the rest of the crew to Le Meridien President, Dakar's premier but affordable hotel. Later that night, crew and friends wined and dined at a gourmet Thai feast created by my wife to celebrate a successful voyage, or "a close brush with the Grim Reaper," as she characterized our modest adventure.

Before setting off westward to Cape Verde with our cargo, we took one workday to catch up on office affairs, provision the boat and get a good night's sleep—a luxury unobtainable at sea on a small tender sailing craft.

On the return leg, it was my turn to provide the cuisine which, though less elegant, was well-received, abundant and, I think, appropriate: submarine sandwiches, with that superb Dakar French bread.

A large weather system over the mid-Atlantic had stifled the normal trade winds, robbing us of our anticipated high-speed spinnaker reach back to Praia. Instead, we were in for another vigorous 56-hour slog to windward, short on sleep and chilled by a late-night rainshower.

As we motor-sailed west under grey skies, light winds and sloppy seas, a series of mishaps occurred, quickening our desire for a speedy return voyage. Gary discovered diesel fuel in the water supply. The boatman in Dakar had been paid and instructed to fill the fuel tank, but apparently he couldn't remove the deck cap. So he dumped our reserve diesel oil into the fresh-water tank, which he found easy to open. This left us short of fuel and out of water, although we had sufficient reserves of bottled water and could easily complete the voyage under sail alone. But then a corroded fitting on the ship's toilet gave way, leaving the fixture inoperable at the worst possible moment. Finally, the boat lurched sharply, as it had done 1,000 times before, sending us grasping for the nearest handhold—a flimsy wooden shelf that held the radio and navigation equipment. Secured only by a solitary screw, the whole structure came tumbling down with a great crash onto the cushioned seats of the salon.



The author, second from right, between Ambassador Joseph Segars, right, and Acey Johnson. At left is "Pop," the Satchmo's guard.

But no damage was sustained and, with these troublesome but noncritical mishaps behind us, the Satchmo finally got her spinnaker reach. With the breeze building in strength and veering in direction back to normal trade winds, the ketch scudded along under full sail through sloppy seas, with spume and spray all around, a family of dolphins playing in our bow wave. This was the Satchmo's finest hour.

We arrived in Praia, Cape Verde, on Friday evening, October 15, with all hands fit, but minus one crew member. Acey had opted for a commercial flight from Dakar to get back to his work in Praia, where he coordinated our arrival.

It would be two days before I could fly back home to Dakar, since Air Senegal's twin-engine aircraft was out of commission, making Air Cape Verde's plane the only game in town. So with lots of time to spare, early Saturday morning I installed and tested the new metal detector in the chancery, putting the finishing touch to a somewhat arduous but memorable and cost-effective undertaking. ■



A P P O I N T M E N T S

9 are named for ambassadorships

President Clinton as of mid-May had named ambassadors to nine more countries. The nominations would require Senate confirmation. The posts and the persons named are:

—*Albania*—Joseph Edward Lake, senior examiner on the Board of Examiners for the Foreign Services, to succeed William E. Ryerson.

—*Burundi*—Robert Krueger, president of Krueger Associates, an investment company, to succeed Cynthia S. Perry.

—*Colombia*—Myles Robert Rene Frechette, director, Office of Policy Planning, Coordination and Press, Bureau of Inter-American Affairs, to succeed Morris D. Busby.

—*Dominican Republic*—Donna Jean Hrinak, deputy coordinator, Summit of the Americas, to succeed Robert S. Pastorino.

—*Ethiopia*—Irvin Hicks, regional affairs officer, Bureau of African Affairs, to succeed Marc A. Baas.

—*Malawi*—Peter R. Chaveas, director, Office of West African Affairs, to succeed Michael T. F. Pistor.

—*Malta*—Joseph R. Paolino Jr., director of the Rhode Island Department of Economic Development and Tourism, to succeed Sally J. Novetzke.

—*Singapore*—Timothy A. Chorba, attorney with a Washington law firm, to succeed Jon M. Huntsman Jr.

—*Togo*—Johnny Young, director, Office of Career Development and Assignments, to succeed Harmon E. Kirby.

Following are biographical sketches of the persons named.

Albania

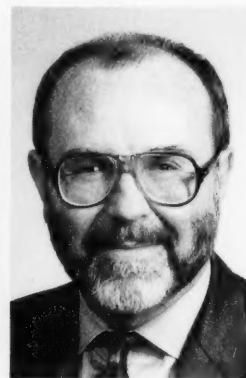
Joseph Edward Lake has been a senior examiner, Board of Examiners of the Foreign Service, since last year. He joined the Service in 1962 and became third secretary in Taipei the following year. After serving as a personnel officer in the Bureau of European and Canadian Affairs and in Ottawa, he went to Cotonou as economic and commercial officer in 1967. He was an East Asian analyst in the intelligence bureau, 1969-71. After language studies in Taiwan, he became political officer in Taipei in 1973. He was a



Mr. Lake



Mr. Krueger



Mr. Frechette

political-military officer in the Office of Philippine Affairs, 1976-77. In 1977 he became political officer and second secretary in Lagos.

Mr. Lake was named principal officer and consul in Kaduna the following year. After studying Bulgarian, he was assigned to Sofia as chief of the economic and political sections in 1982. He was counselor, deputy chief of mission and chargé at the post, 1984-85. In 1985 he became deputy director of the Office of Regional Affairs, Bureau of East Asian and Pacific Affairs. He was an adviser to the U.S. delegation to the 41st UN General Assembly in 1986. He served as director of the Operations Center, 1987-90, and as ambassador to Mongolia, 1990-93.

Mr. Lake was born in Jacksonville, Tex., on October 18, 1941. He earned a bachelor's and master's from Texas Christian. He holds two Meritorious Honor Awards, meritorious and senior performance pay awards and has figured in a group Superior Honor Award. He is a member of the Mongolia Society and the American Foreign Service Association. He is married to Jo Ann Kessler and has a daughter and two sons.

Burundi

Robert Krueger has been president of Krueger Associates, New Braunfels, Tex., since 1974. He served as U.S. senator from Texas last year, and as a Texas railroad commissioner, 1991-93.

Mr. Krueger began his career in 1961 as an instructor at Duke. After becoming an associate professor of English there, he was named vice provost and dean of

Duke's Trinity College in 1972. He was a partner in the Bankers Investment Co., San Antonio, and board chairman of Comal Hosiery Mills, New Braunfels, 1973-75. He was a partner in the Krueger Brangus ranch, 1974-85.

In 1975 Mr. Krueger was elected a member of the U.S. House of Representatives. He chaired the task force on government regulations and paperwork at the White House conference on small business, 1979-80. In 1979 he was named ambassador-at-large and coordinator for Mexican affairs. He was a resident fellow at North Texas University, 1981-82, then the Lloyd M. Bentsen Jr. professor of government and business relations at the University of Texas, 1985-86. He served as Tsanoff professor of public affairs at Rice, 1986-88, and as a lecturer in political science at Southern Methodist, 1989-90.

Mr. Krueger was born in New Braunfels on September 19, 1935. He received a bachelor's from Southern Methodist, a master's from Duke and another master's and a doctorate from Oxford. His foreign languages are German, Spanish and French. He was named one of the "outstanding educators in America" in 1971 and holds Duke's "outstanding professor" award and a doctor of letters from St. Thomas University. He edited "The Poems of Sir John Davies," and has written on domestic and international issues.

Mr. Krueger is cochairman of Texas Response: Citizens for Mexican Relief, and deputy cochairman of the Texas-Mexico Agricultural Exchange Commission. He is a member of the board of advisers of the Center for International Business Studies, at Texas A&M; the In-



Ms. Hrinak



Mr. Hicks



Mr. Chaveas

stitute of Texan Cultures and the Texas Legislative Conference; the board of the Texas Humanities Resource Center; and the Southwest chapter of the U.S.-Mexico Chamber of Commerce. He is also a member of Phi Beta Kappa, Blue Key, Golden Key, the Philosophical Society of Texas and the New Braunfels Chamber of Commerce. He is married to Margaret Kathleen Tobin Krueger and has two daughters.

Colombia

Myles Robert Rene Frechette has been director of the inter-America bureau's Office of Policy Planning, Coordination and Press since last year. He entered the Foreign Service in 1963 and was assigned to the Office of the Coordinator of Cuban Affairs. After serving as consular officer in San Pedro Sula, Honduras, he became political and economic officer in N'Djamena in 1968. He pursued Latin America graduate studies at the University of California at Los Angeles, 1970, then served as desk officer for Peru, 1971-74. In 1974 he became chief of the political section in Rio de Janeiro. He was political counselor in Caracas, 1976-79.

In 1979 Mr. Frechette was named coordinator of Cuban affairs. He was special projects officer for the assistant secretary for inter-American affairs, 1982-83. In 1983 he was appointed ambassador to Cameroon. Next, he was assigned to Manufacturers Hanover Trust, New York, through the President's executive exchange program, 1987-88. In 1988 he became consul general in Sao Paulo. He

served as assistant U.S. trade representative for Latin America, the Caribbean and Africa, 1990-93, and as senior adviser in the Office of the Executive Secretary last year.

Mr. Frechette was born in Santiago, Chile, on April 25, 1936. He earned a bachelor's from the University of British Columbia and a master's from the University of British Columbia and a master's from the University of California at Los Angeles. His foreign languages are Spanish, French and Portuguese. He holds the Superior and Meritorious Honor Awards, senior performance pay awards and Peru's Peruvian Cross. He is the author of "Nothing Personal" in the Foreign Service Journal. He is a member of the American Foreign Service Association. He is married to Barbara Ann Frechette and has a daughter and a son.

Dominican Republic

Donna Jean Hrinak has been deputy coordinator of the "Summit of the Americas" since earlier this year. She served as deputy assistant secretary for Caribbean and Mexican affairs, 1991-94.

Ms. Hrinak joined the Foreign Service in 1974 and was assigned to Mexico City. After serving as consular and political officer at the post, she became consular officer in Warsaw in 1977. She was commercial attaché, then special assistant to the ambassador, in Bogota, 1979-81. After a stint as a congressional fellow in the office of Representative Patricia Schroeder, she was a Central American affairs officer in Washington, 1982-84. In 1984 she became deputy consul general in

Sao Paulo. She was political officer in Caracas, 1987-89, then deputy chief of mission in Tegucigalpa, 1989-91.

Ms. Hrinak was born in Sewickley, Pa., on March 28, 1951. She earned a bachelor's from Michigan State. Her foreign languages are Spanish, French, Polish and Portuguese. She has received the Superior and Meritorious Honor Awards, senior performance pay awards and Glamour magazine's "Outstanding Young Working Woman" award. She is member of the American Foreign Service Association, the Women's Action Organization, the National Organization of Women and Women in International Security. She is married to Gabino M. Flores and has a son.

Ethiopia

Irvin Hicks has been a regional affairs officer in the Bureau of African Affairs since last year. He joined the Foreign Service in 1962 and was assigned to Libreville as a communications clerk later that year. He served as accounts assistant at the post, 1963-64. He was accounts assistant, then budget and fiscal officer, in Bamako, 1963-66. Next, he was a post management assistant, then an administrative support officer, in Washington, 1966-69. The following year he became administrative officer in Casablanca. He held similar posts in Bangui, 1973-75, Dar es Salaam, 1975-77, and Berlin, 1977-80.

In 1980 Mr. Hicks was named deputy chief of mission in Lome. He served as chargé at the post, 1981-82. After attending the U.S. Army War College, he became deputy executive director of the Bureau of African Affairs in 1983. In 1985 he was appointed ambassador to Seychelles. He served as deputy assistant secretary for personnel, 1987-89, and for African affairs, 1989-91. In 1991 he became a regional adviser to the U.S. mission to the 46th UN General Assembly. He was regional affairs officer in the Africa bureau in 1992 as well. He served as deputy U.S. representative to the UN Security Council from 1992 until last year.

Mr. Hicks was born in Baltimore on March 16, 1938. He received a bachelor's from the University of Maryland. His foreign language is French. He served in the Air Force, 1956-61. He holds three Meritorious Honor Awards and three per-

formance pay awards, the Presidential Meritorious and Exceptional Service Awards and the Equal Employment Opportunity Award. He is co-author of "On Peace and War: A Study of Morality and U.S. Strategic Nuclear Policies," and a contributor to "Military Strategies Past and Present." He serves as treasurer of the Association of Black American Ambassadors, and is a member of the Council on Foreign Relations and the Federal Executive Institute Alumni Association. He has three children.

Malawi

Peter R. Chaveas has been director of the Office of West African Affairs since last year. He entered the Foreign Service in 1970 after serving as a Peace Corps volunteer in Chad. His first assignment was consular, economic and commercial officer in Freetown, 1970-73. In 1973 he became economic and commercial officer in Kaduna, Nigeria. Next, he was an international economist in the Bureau of International Organization Affairs, 1976-77.

After an assignment as desk officer for Nigeria, Mr. Chaveas was named deputy chief of mission in Niamey in 1980. He also served as chargé at the post. In 1982 he became consul general in Lyon. He was counselor for political affairs in Lagos, 1985-88. In 1988 he was named consul general in Johannesburg. He attended the Senior Seminar, 1990-91, before serving as director of the Office of Southern Affairs, 1991-93.

Mr. Chaveas was born in Philadelphia on January 10, 1946. He earned a bachelor's from Denison and a master's from Rutgers. He also attended Switzerland's European American Study Center and Princeton. His foreign language is French. He holds the Superior and Meritorious Honor Awards and senior performance pay awards. He served as president of the American International School trust in Johannesburg and as a member of

People at State

James F. Dobbins has been appointed special peace-keeping coordinator, to advise the Secretary on international peace-keeping operations. □



Mr. Paolino



Mr. Chorba



Mr. Young

the board of the American international school in Lagos. He is married to Lucille McLean Chaveas and has a daughter and a son.

Malta

Joseph R. Paolino Jr. has been director of the Rhode Island Department of Economic Development and Tourism since 1991. In addition, he has been an adjunct professor at Rhode Island College since 1992. He began his career in 1973 as owner and partner of Joseph R. Paolino Properties, a real estate company in Providence. In 1977 he became an administrative assistant to Rhode Island's lieutenant governor. He was a councilman in Providence, 1979-82, and president of the city council, 1983-84. He served as mayor, 1984-91.

Mr. Paolino was born in Providence on April 26, 1955. He earned a bachelor's from Roger Williams University and a master's from Harvard. He holds a public service award from Harvard and was named "Distinguished Young Mayor" by the U.S. Jaycees, "Outstanding Young Rhode Islander" by the Rhode Island Jaycees and "Man of the Year" by the Rhode Island Italo-American Club. He is a trustee of Roger Williams, a past vice president of the Rhode Island League of Cities and Towns and a member of the Newport Preservation Society, the Greater Providence Chamber of Commerce, the Italo-American Club, Knights of Columbus, United Italian-Americans, Inc., and the National Italian American Foundation. He is married to Lianne Paolino and has three daughters and a son.

Singapore

Timothy A. Chorba has been an attorney at the Washington law firm of Patton, Boggs & Blow since 1977. He began his career in 1972 as legislative counsel to Congressman Jonathan Bingham. The following year he was a member of a congressional staff exchange in Bonn sponsored by the Conference Group on German Politics. He was an attorney at Simpson, Thacher & Bartlett, N.Y., 1974-77.

Mr. Chorba was born in Yonkers, N.Y., on September 23, 1946. He received a bachelor's, magna cum laude, from Georgetown and a law degree from Harvard. He attended the University of Heidelberg as a Fulbright scholar. He served in the Army Reserve, 1968-86, attaining the rank of major. His foreign languages are German and French.

Mr. Chorba is the author of "No Reason to be Discouraged," in the Frankfurter Allgemeine Zeitung, and "Where I Stand," in the Las Vegas Sun. He is a member of the American Bar Association, the Association of the Bar of the City of New York, the Army Navy Country Club, the Army and Navy Club, the Georgetown University Alumni Association, the Harvard Clubs of New York and Washington and the Metropolitan Opera Club. He is married to Ruth M. Wimer and has three sons.

Togo

Johnny Young has been director of the Office of Career Development and

Assignments since 1992. He joined the Foreign Service in 1967 and became budget and fiscal officer in Antananarivo. He served as general services officer in Conakry, 1970-72, and Nairobi, 1972-74. In 1974 he became administrative officer in Doha. After a similar post in Bridgetown, he was assigned to the Bureau of Personnel as a career development officer in 1979.

Mr. Young served as executive director of the Office of the Inspector General, 1981-83. In 1983 he became administrative counselor in Amman. After an assignment as administrative counselor in The Hague, he attended the Senior Seminar, 1988-89. He was ambassador to Sierra Leone, 1989-92.

Mr. Young was born in Savannah on February 6, 1940. He earned a certificate in accounting and a bachelor's from Temple University. He received a fellowship from the city of Philadelphia and a grant from the Y.M.C.A. His foreign languages are Spanish and French. He holds two Meritorious Honor and two performance pay awards, a Distinguished Service Award, and has figured in group Superior and Meritorious Honor Awards. He is a member of the American Foreign Service Association, the Association of Black American Ambassadors, the N.A.A.C.P., the American Civil Liberties Union, Grandma's House and the Temple University Alumni Association. He is married to Angelena V. Clark and has a daughter and a son. ■

Department of Look-Alikes



Robert Reich



Robert Regelman

They're into jobs, jobs, jobs. Robert Reich is the Secretary of Labor, and he scouts the economy for jobs. Robert Regelman labors in the Office of Employee Relations, Bureau of Personnel, where he works on a program that helps find jobs for husbands and wives of Government employees overseas—an effort his look-alike might applaud. □

ZANZIBAR—At East Africa chiefs-of-mission conference, left to right: Ambassador Bob Houdek, Eritrea; George Moose, assistant secretary; Ambassadors Mark Baas, Ethiopia; Rea Brazeal, Kenya; Pete de Vos, Tanzania; Marty Cheshes, Djibouti; David

Shinn, African Affairs; Ambassador Les Alexander, Mauritius and Comoros; chargé Steve Malott, Seychelles; Ambassadors Johnnie Carson, Uganda; and Dennis Barrett, Madagascar; Bill Hudson and Roger Ervin, African Affairs.



Daughters Day

EMPLOYEES of State and their daughters, on April 28, joined other federal agencies and organizations across the nation in observing "Bring Our Daughters to Work Today." Girls aged 9 to 15 observed (and in some cases helped) their parents on the job, toured the eighth floor, the library and the Operations Center and met assistant secretaries and other officials.

Two girls whose names were chosen in a lottery conducted by the Office of Employee Relations got to spend the day at the White House. The two were Erin Hamilton, daughter of John Hamilton, director, Central American Affairs, and Donna Hamilton, deputy executive director, Consular Affairs, and Amanda Heffernan, daughter of Charlie Heffernan, Office of Career Development and Assignments, and Robbie Newell, desk officer for Jordan.

Erin and Amanda toured the East Wing and the first lady's office, participated in a mock budget meeting and shook hands with the President and the Vice President. The girls agreed: "The message that we got again and again was that women can do anything." □

(State Department photos by Shawn Moore and Ed Anderson)



Greg Ellis, Bureau of Administration, and daughter Hillary.

Sharon Tucker, general services officer, Consular Affairs, with daughter Michelle.

Erin Hamilton, left, with father, John Hamilton, and Amanda Heffernan, center, with parents, Robbie Newell and Charlie Heffernan.





John Minsey, acting deputy coordinator of assistance to eastern Europe, with daughter *Lauren*.

Al Chinn, chief of the Bureau of Administration's transportation regulation branch, with daughters *Erika*, center, and *Naimo*.



Tom Dougherty, European and Canadian Affairs, with daughter *Gianne*. ■



DEPARTMENT OPERATIONS

An 'interchange' at Foggy Bottom: State to get on information superhighway

BY TIMOTHY C. LAWSON

The author, who has been special assistant in the Office of Information Management, is heading for Hong Kong to fill a position as information management officer.

Most U.S. Government agencies are now using the Internet worldwide computer network on a daily basis. Today, Internet is knocking on State's front door.



Foggy Bottom is getting ready to move into the fast lane of the information superhighway. Plans are to establish a prototype operation here by the end of the year. Representatives from the Office of the Under Secretary for Management, the Bureau of Administration and Public Affairs, the National Foreign Affairs Training Center and the Bureau of Diplomatic Security are all working closely with the Office of Information Management in trying to maneuver the Department on to the superhighway. The assistant secretary for administration, Patrick Kennedy, says: "Internet represents the single largest information resource for the Department and the Foreign Service available today and tomorrow." Moreover, the deputy assistant secretary for information management, John E. Clark, views Internet as an important part of the Department's overall information modernization initiative—the latter being a strategy to bring the latest technologies into the Department workplace, both at home and overseas.

Although the concept of an information superhighway is relatively new, Internet itself has been around for awhile. What began as an experimental Department of Defense communications project

in the late 1960s has mushroomed over the years into a global information phenomenon. While no truly-accurate statistics about the size of Internet exists, it is estimated to include well over 10 million users, with some 3 million connected computers linking 11,000 separate networks in 126 countries. As large as that may seem, Internet continues to grow at an exponential rate of 15-25% a month. Futurists and members of the Electronic Frontier Foundation claim that such statistics mean that every man, woman and child, at least in theory, could be Internet users by the turn of the century. Now you can understand why Internet is sometimes referred to as the "Worldwide Web."

While we may all be card-carrying Internet members by the year 2000, and constantly in touch with one another through its electronic mail capability, the network's outreach is rivaled only by the truly massive volumes of information it makes available. For example, some 80% of America's colleges and universities are connected to Internet, including most of their reference materials. "Project Gutenberg" (one of several information "projects" on Internet) is an Internet initiative with the goal of having 10,000 classical books on the network by the turn of the century. Well over 3,000 classics, from "Alice in Wonderland" to "Macbeth," are there already. Several U.S. Government agencies now "post" information on Internet (including the Department's own travel advisories). The National Weather Service provides weather and satellite imagery, the Central Intelligence Agency electronically posts its "World Fact Book" and, most recently, the White House has joined the Internet community. In the case of the White House, both the President and Vice President are registered users on the information superhighway (you can reach them via Internet at President@WhiteHouse.Gov and Vice.President@WhiteHouse.Gov). Internet users can also obtain official White House publications and documents, available to the public, via Internet. The White House views Internet

as an important component of several national goals. In a computer-generated electronic mail response that this author received from the Vice-President's office, Internet was described as a major public-policy medium, a key element to the information superhighway and a participatory mechanism in our "democratic way of life."

Given this proactive White House support for Internet, it should come as no surprise that federal agencies are scrambling to make the most of its resources. The Library of Congress, in establishing its Library of Congress Information System (Locis), is one excellent example. When Vice President Gore cited the scenario of a small child in his boyhood home in Tennessee connecting electronically to the Library of Congress to supplement his or her homework studies, Locis became a priority project. Today, Internet users anywhere can, via Locis, access the Library's massive book and reference volumes, as well as a host of other Library data. Last summer the Library of Congress electronically posted images of the Dead Sea scrolls on Locis—allowing tens of thousands of people around the world an opportunity to view something that, without Internet, very few would have ever seen. U.S.I.A. and the Voice of America have had similar accomplishments using Internet. Besides a number of business-streamlining achievements that both agencies ascribe to Internet use, the network has also become something of an historical marker in at least one agency. The Voice of America is fond of recalling how some of the very first "life accounts" of the failed coup in the former Soviet Union were received by its office in Washington. Apparently, pro-Yeltsin backers holed up in the Russian parliament building began sending blow-by-blow descriptions of coup events via Internet (an information service so new that August in 1991 that even the K.G.B. overlooked its availability). The Voice had just begun its use of Internet a few months before and, at first, wasn't certain what all of the messages written in Cyrillic were saying. But after installing some language-translation software at their terminal, the Voice suddenly realized the significance of its new Internet connection. The connection had provided news that the international media could provide only hours later.

To be certain, not all Internet experiences will be as profound or exciting as

'Every man, woman and child, at least in theory, could be Internet users'



Mapping the "highway," from left: staffer Joe Williams; team leader Joe Chad-

dic; John Clark, deputy assistant secretary for information management; senior program

analyst Peter Kurtz; staffer Ken Rossman. (State Department photo by Eddie Anderson)

those found with the Library of Congress or the Voice. But the network's potential to help streamline business activities and to provide cost-effective alternatives to processing and delivering information is without question. It was with this view of a "new window on the world" that deputy assistant secretary Clark formed the first Internet working group within the Department just last January. The group, originally chaired by Philip M. Tinney (who has since been assigned to Paris), took on the initial work of establishing an Internet "vision." This included implementing a host Internet machine, reviewing user requirements, network policies and security-related issues. Since that time, the working group has been transformed into a program office led by Joseph Chaddic. Although the Internet program office is small, its charter and coordination efforts are considerable. Several bureaus and offices throughout the Department play roles in the program office's strategy for Internet implementation. Important discussions are now underway to determine the level of Internet services to be made available to Department and overseas users, when Internet might be "grafted" to the Department's Dosnet (Department of State network) electronic mail system, and what funding and security implications must be addressed before doing so.

So what will joining the information superhighway mean for the Department and the Foreign Service? There is a consensus that it will mean a great deal. Internet will ultimately open a new window on the world for ourselves. Riding the superhighway will provide access to massive information resources for Department principals, our political and economic reporting officers overseas and for office managers throughout the Department. The network should provide another dimension to our present information platform, allowing Department users greater diversity of information choices, and greater contact with a growing body of global Internet users from Government, academia and all walks of life. Additionally, Internet, like other information technologies, will help us discover more efficient ways to accomplish our business. Department operations involving mass-

'Riding the superhighway will provide access to massive information resources . . . for officers overseas (and) throughout the Department'

produced documentation intended for public dissemination could be streamlined and reengineered, helping reduce costs and increase efficiency in the delivery of such information. Moreover, as Internet adds to our capacity to do more things electronically, it will promote our slow but sure advance towards a paperless work environment (yes, that is still a goal!).

But in the end, getting on the superhighway will mean even more. It will allow the Department to join the growing ranks of federal agencies that are responding to the President's direction for more responsive service to American citizens.

The Department can help shape a new and still-evolving "electronic government" that more and more citizens will tap into as the information superhighway extends across the nation, through every city and town, both large and small. Electronic government is at the heart of the administration's "re-invention" campaign. It will enable federal agencies, all linked electronically, to work together in a kind of electronic partnership to provide joint services for the citizen. As one expert has stated: "Internet is all about collaboration and cooperation." Clearly, there can be no more important considerations than these for America's 21st-century diplomacy. With that said, put on your seat belts in Foggy Bottom. The ride is about to begin! ■

FOREIGN SERVICE DAY

Foreign Service Day is observed; John Service, Ronald Spiers are honored

The 29th annual Foreign Service Day was commemorated in the Department on May 6, with awards going to two retired Foreign Service officers—John S. Service, a victim of the McCarthy witch-hunt who was later exonerated, and to Ronald I. Spiers, a career ambassador. Mr. Service received the Foreign Service Cup and Mr. Spiers the Director General's Cup.

The "homecoming" was attended by more than 750 retired Foreign Service officers and their spouses, who came from across the nation and other countries. The event was sponsored by the Department, the American Foreign Service Association (Afsa), Diplomatic and Consular Officers, Retired (Dacor) and the Association of American Foreign Service Women.

The under secretary for management, Richard M. Moose, addressed the alumni at a luncheon in the Benjamin Franklin State Dining Room. Deputy Secretary Strobe Talbott and Lynn E. Davis, under secretary for international security affairs, also spoke. There were six seminars sponsored by the regional bureaus.

Later in the day, the retirees and others at State paid tribute to 168 fallen colleagues who have died in service to the nation, at a solemn ceremony at the Memorial Plaque in the Diplomatic Lobby. The 168 included Freddie Woodruff and Barbara Schell, who lost their lives since the last Foreign Service Day. After this ceremony, there was an evening reception in the Benjamin Franklin Room on the eighth floor.

Welcoming remarks

The event got underway with welcoming remarks from Genta Hawkins Holmes, director general of the Foreign Service and director of personnel, who was acting as master of ceremonies. She introduced William B. Edmondson, president of Dacor, F. Allen (Tex) Harris, president of Afsa, and Christine Shurtleff, president of the woman's association, who provided updates on their organizations'



The armed forces color guard. (State Department photo by Shawn Moore)



John S. Service with his wife, Carolyn. (State Department photo by Ed Anderson)



Ronald I. Spiers with his wife, Patience. (State Department photo by Ed Anderson)



Dacor president William B. Edmondson. (State Department photo by Ed Anderson)

activities. The retirees then heard an off-the-record overview by Mr. Talbott of administration policy in Bosnia and Haiti. Mr. Talbott answered questions from the audience.

In addition to the cup awards, honors went to Foreign Service teens who received merit scholarships, to employees and their families who were lauded for their efforts to aid their communities and to retired officer Richard Butrick, who was nearing his 100th birthday.

Luncheon speakers

The luncheon address by Under Secretary Moose, on "Reform, Reorganization and Resources," also followed by questions, was broadcast over closed-circuit television to the Dean Acheson Auditorium. In addition, there were "theme" luncheons in other eighth-floor dining rooms, where small groups of retirees engaged in informal question-and-answer sessions with Department experts.

Featured at these luncheons were Ed-



Luncheon speaker Richard M. Moose. (State Department photo by Ed Anderson)

ward Brynn, deputy assistant secretary for African affairs, on South Africa; Catherine Barry, deputy director, Office of Mexican Affairs; Sandra B. O'Leary, deputy assistant secretary for East Asian and Pacific affairs, on Asian-Pacific economic cooperation; and James P. Cunningham, director, Office of European Security and Political Affairs, and Richard W. Erdman, deputy director, Office of Eastern European Affairs, who spoke on the Balkan crisis and its implications for Nato.

After the luncheon, the retirees heard an overview by Ms. Davis of nonproliferation strategy. She too answered questions.

Speakers at the regional seminars included, on Europe and Canada, Assistant Secretary Stephen A. Oxman; on inter-America, Assistant Secretary Alexander F. Watson; on Africa, Assistant Secretary George E. Moose; on East Asia and the Pacific, Assistant Secretary Winston

Lord; on South Asia, Assistant Secretary Robin Lynn Raphael, and on the Near East, principal deputy assistant secretary Mark Parris.

Plaque ceremony

At the Memorial Plaque ceremony, Afsa president Harris said: "For the past three years, we have had the good fortune of not adding names to this plaque. Today we remember the lives and contributions of two outstanding servants of their country—Freddie Woodruff and Barbara Schell." (Mr. Woodruff was shot by unknown assailants on a highway in Georgia, and Ms. Schell was killed in a helicopter crash in Iraq.)

Mr. Harris then introduced Secretary Christopher, who said, in part: "This is a somber and painful moment for all who serve at our missions overseas. Many of our people face the possibility of unknown dangers and disasters in their everyday routines. When I say 'our people,' I mean all of us who come together as one family at our overseas missions: civilian and military, Foreign and Civil Service, employees of the State Department and of other foreign affairs agencies. When we're abroad, our common dedication to our country's mission is what identifies and unites us. And our unity is never stronger than in adversity and sorrow."

"Freddie Woodruff was working to



Secretary Christopher with F. Allen (Tex) Harris at the Memorial Plaque. (State Department photo by Shawn Moore)

strengthen democracy in Georgia, an ancient country that emerged as an independent state with the breakup of the former Soviet Union. Georgia's leaders came to know and respect Freddie and to value his services. Head of state Eduard Shevardnadze expressed not only his country's condolences, but also his own personal sorrow at our loss. Freddie left the safety of a domestic assignment for what should have been only a brief mission to Tbilisi. He was called away from his wife, Meredith, and his children, Allyson, Charter and Mackenzie, who join us today.

"Like Freddie Woodruff, Barbara Schell stood out among us as a volunteer



New names on the Memorial Plaque. (State Department photo by Shawn Moore)



Secretary Christopher and director general Genta Hawkins Holmes offer condolences to John Laylin, husband of Barbara Schell, at the Memorial Plaque ceremony. (State Department photo by Shawn Moore)



Secretary Christopher greets the parents of Freddie Woodruff at the plaque ceremony. (State Department photo by Shawn Moore)

for the most arduous and unsung duties—Iran, Chad and Algeria among them. I had the pleasure and honor of meeting her briefly in Alexandria only last summer. There she had the bitter and somewhat unpleasant task of closing one of America's oldest missions. Barbara relished the unknown. It was in keeping with this spirit that she volunteered for her assignment as political adviser to the commander of Operation Provide Comfort. In Iraq, she helped assuage the tribulations of Kurds and others struggling to win security and peace. It should have been more than enough hardship that Barbara served at her last post without her husband, John Laylin, who is also with us today.

"For two centuries, Americans have chosen this form of public service because they have been deeply committed to America's enduring purpose in a difficult and dangerous world. I am proud to have served alongside people of the caliber of Barbara Schell and Freddie Woodruff. Even in our sorrow at their loss, we can

A message from the President

Following is the text of the message from President Clinton on Foreign Service Day:

On this Foreign Service Day, I am proud to send greetings to those who serve our nation overseas. As commander-in-chief, I have gained a deep appreciation for the extraordinary professionals who safeguard the United States' interests abroad. All Americans share my deep admiration for the skill and dedication of those who represent our country throughout the world.

We live in a time of great change. As we work to fulfill the needs of our people, we are learning that our own prosperity is inextricably linked with events, nations, and peoples overseas. Now, as never before, we depend on the existence of peace, freedom and open markets around the world to ensure our own well-being. An effective Foreign Service is vital to meeting this crucial challenge.

Ours is also a time of great turbulence. The names on the Foreign Service association's Memorial Plaque remind us of the profound sacrifice too often re-

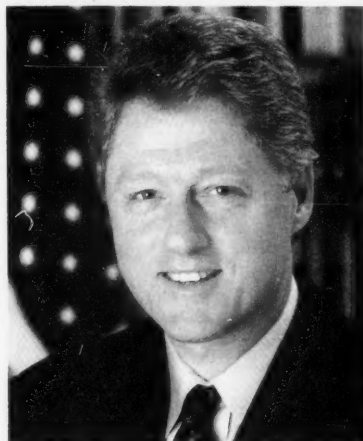
quired of those who serve their country. Let us remember their sacrifice as we go forward in our lives and in our work."

Secretary Christopher then read a message from the President. As an armed forces color guard stood at attention, he unveiled the plaque, where a member of the color guard placed a large wreath. The audience then paid silent tribute to those who had died, as the guard presented the colors.

Other activities

Throughout the day, the alumni met with colleagues to reminisce about their assignments in the Department and abroad. They visited tables near the registration booth to obtain literature from the sponsoring organizations and toured the eighth floor.

Afsa and Dacor scheduled other events in connection with the day—Afsa a



quired of those who serve their country. As the names of Freddie R. Woodruff and Barbara L. Schell are added to your roll of honor, America pays them special tribute. I send my deepest sympathy to the families of these two brave Americans. Their service has helped to grace these times of uncertainty with bright hope and infinite promise.

On behalf of all Americans, I extend heartfelt gratitude for the loyalty, courage and leadership of those who represent the United States of America. □

brunch on May 7 at the Foreign Service Club, highlighted by a discussion of foreign affairs, and Dacor a cocktail buffet on May 5 at its headquarters, Dacor-Bacon House, 1801 F Street N.W. □

Rundown on the day's awards: who received what

Here are the people who were honored on Foreign Service Day:

John S. Service

John S. Service received the 1994 Foreign Service Cup from Dacor's William B. Edmondson, who said: "He has come to symbolize the triumph of justice over the indignities suffered by the Ameri-

can Foreign Service during the McCarthy period." The citation said: "Born in China of a missionary family, Mr. Service joined the Foreign Service in 1933 and served in China until 1945. He was on General Stilwell's staff during World War II and was a member of the 1944 Dixie mission to the Chinese communist headquarters at Yen-an, where he had extensive interviews with Mao, Chou En-lai and other leaders.

"Beginning in 1950, Mr. Service became a target for Joseph McCarthy and those seeking scapegoats for the loss of China. After repeated investigations and clearances by the Department's loyalty review board, a higher-level board assumed jurisdiction and, after a one-day hearing, ordered the Department to dismiss Mr. Service on grounds of 'doubtful loyalty.' In 1957 the Supreme Court ruled the dismissal illegal. Mr. Service was fully reinstated as a Foreign Service officer and retired in 1962.

"Since his retirement, he has made seven trips to China and has expanded our understanding of China as a member of the staff of the Center for Chinese studies at the University of California at Berkeley and as an editor for the University of California press. In 1974 his book of wartime dispatches was named 'best book on foreign reporting for the year' by a journalists' association. The life of John Service, and his wife of 60 years, Caroline, is a victory of intelligence, patience and loyalty to country over political opportunism and hysteria—a dignified and important victory."

Mr. Service received a prolonged standing ovation from his former colleagues. After briefly losing his composure, he said, in part: "I'm sometimes asked how we kept our cool during the McCarthy period. We were buoyed and sustained by our many friends in the Foreign Service. My peers never ruled against me. Although I was terminated, we never really felt we left the Foreign Service. This background of friendship is what makes this award so meaningful today."

Ronald I. Spiers

Ronald I. Spiers received the 1994 Director General's Award from director general Genta Hawkins Holmes, who commended him for "demonstrating exceptional qualities of leadership." The citation said: "During his 34 years in the

Foreign Service, Mr. Spiers was one of the very few officers of his generation to reach the rank of career ambassador. He served not only as under secretary for management and assistant secretary for political-military affairs and intelligence and research, but also as ambassador to the Bahamas, Turkey and Pakistan.

"He was a force in the making of American foreign policy and in the management of the human and financial resources of the Department. To all of his assignments he brought a quick wit, enthusiasm and an extraordinary capacity for work. His sense of humor underscored an exceptionally keen intelligence.

"After leaving the Department, Ambassador Spiers served with distinction as under secretary general for political affairs at UN headquarters in New York. As one of the most senior U.S. citizens in the UN system, he enhanced the effectiveness of the United Nations as it confronted the momentous events leading the end of the Cold War and the breakup of the Soviet Union."

In accepting his award, Mr. Spiers said, in part: "I want to express my

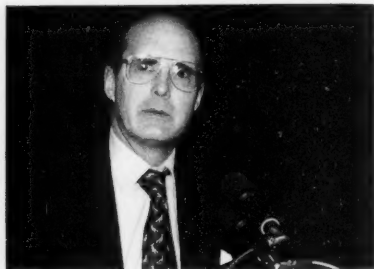
gratitude to the institution of the Foreign Service. It's an institution one can't help having a great affection for."

Community volunteers

Association of American Foreign Service Women president Shurtleff presented six awards to seven Foreign Service people who have aided their communities overseas. Maja Patin, wife of the public affairs officer in Bujumbura, was honored for efforts to help victims of the disaster in Rwanda and Burundi. Ms. Shurtleff said: "Last year, during a bloody coup attempt, Maja risked her life helping both Tutsis and Hutus by taking them into her home. She drove into dangerous areas to bring people to safety and housed as many as 20 at a time while finding shelter elsewhere for other families. She also worked as a volunteer in refugee camps

Maya Patin, left, accepts the Secretary of State's Pin for Outstanding Volunteerism from Christine Shurtleff, right, and director general Genta Hawkins Holmes. (State Department photo by Ed Anderson)





Deputy Secretary Strobe Talbott, the morning speaker. (State Department photo by Ed Anderson)



Under Secretary Lynn E. Davis, the afternoon speaker. (State Department photo by Shawn Moore)

after the coup, helping numerous people and saving lives.”

Pat Olsen, wife of the economic officer in Tel Aviv, was honored for raising funds for charities and bolstering community morale during the Gulf war. Her parents accepted her award on her behalf.

Five others, who could not be present, were hailed for their efforts: David Cowles, the A.I.D. director in Budapest, and his wife, Kathleen, for organizing youth activities in Hungary; Carole Faulk, wife of the consul general in Karachi, for assisting children and sick and elderly persons there; Carolyn Queener, wife of the A.I.D. director in Kingston, for spearheading efforts to aid needy Jamaicans; and Mary Helene Mele, wife of the public affairs officer in Kuala Lumpur, for her service as director of the American Association of Malaysia.

Scholarships

Thirty-two high school seniors received merit scholarships from Afsa and the women's association. The awards this year were named in honor of Perry Shankle, a former president of Afsa who died earlier this year. Twenty seniors received \$750 each, and 12 more got \$100 each and honorable mention. Mr. Shank-

le's widow, Jo Anne, presented an award to Davin Quinn, who accepted on the group's behalf.

The other winners were: Lise Adams, Shannon Ashley, Joanna Bowen, Edward Boyke, Katherine Brown, Ian Caldwell, Faisal Chaudhry, Jules Cohen, James Decherd, David Koechley, Andrew Giddings, Lora Harris, Brian Johnson, Shoshanna Kook, Stephen Licht, Alma Limprecht, Margaret MacCallum, Jared Serwer and Tanya Smith.

Theodore Ahlgren, Martine Becerra, Sally Butcher, Markus Cheverley, Meredith Evans, Brooke Harnish, Megan Kelly, Jared Kurtzer, Rebecca Morris, Heidi Stalla, Kristine Taft and Ivan Wagner earned honorable mention.

Richard Butrick

Dacor president Edmondson made a special presentation for “distinguished service” to Richard Butrick, a member of Dacor, who will be 100 years old on August 6. Mr. Butrick had fallen earlier that day and was unable to make an appearance. But he was expected to recover, and was to receive the award later at Dacor, where he is a regular participant in activities.

Mr. Butrick's citation read: “A member of the first graduating class from the School of Foreign Service at Georgetown University, Mr. Butrick began his career in 1921 in Latin America and the Far East. He has served the gamut of assignments—as administrative, consular, political and economic officer. Interned by the Japanese, he was repatriated with his fellow diplomats on the Gripsholm. In 1945 he led 16 officers from Washington to the posts being reestablished in China, dropping them off one by one as they reached their apposite posts.

“Mr. Butrick, seconded to the government of the Philippines in 1946, served as foreign secretary and helped create the Philippine career foreign service. Named a career minister in 1948, minister extraordinary and plenipotentiary to Iceland the same year, he became director general in 1949, and capped his distinguished career as consul general, with the personal rank of minister in Montreal and Sao Paulo.

“After retirement in 1959, Mr. Butrick provided leadership in many positions of Dacor. Still an honorary governor of Dacor, he is a constant source of informed comment, sage advice and good fellowship.” ■



Merit scholarship award winners, from left: Ian Caldwell, Stephen Licht, Davin Quinn, Tanya Smith, Andrew Giddings. (State Department photo by Ed Anderson)

ASK DR. RIGAMER



This column by Elmore Rigamer, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. Whether you are serving overseas or at home, you are encouraged to get your own questions answered on these pages. Write to the editor, or to Dr. Rigamer directly. In either case, your privacy will be respected; your post will not be identified.

Q.

WASHINGTON

I was recently advised to have a flexible fiberoptic sigmoidoscopy as part of my physical examination for my next overseas assignment. Can you tell me a little about it and why I need to go through this?

A.

Your health-care provider most likely suggested a sigmoidoscopy because you are over 50 years old, have a personal or family history of colorectal cancer, polyps in the colon, ulcerative colitis and/or you are at high risk for colorectal cancer. The reason to go through such a procedure is that the cancer develops over a period of time, and it is possible to detect the disease long before symptoms appear.

Part of your physical examination also screens for this disease. The stool blood test, a simple at-home procedure, checks the stool for hidden blood, which can be an early sign for cancer or other internal disorders. The digital rectal examination allows the practitioner to feel whether a tumor is present. For men, this exam may also help to detect prostate cancer in its earliest stages.

In the sigmoidoscopy examination, the rectum and lower colon are inspected with a hollow lighted tube. This allows a greater portion of the intestinal tract to be seen. If a growth is discovered, a small tissue sample is removed for examination. This procedure, when recommended, is your best insurance for detecting colo-

rectal cancer when it may be easily cured by prompt treatment.

Q.

NORTHEAST ASIA

My elderly parent, who is included on my travel orders, has decided to join us at our overseas post. I have identified a local physician who, I think, will take excellent care of her. But then, I began to wonder about any major illnesses or injuries that would involve a costly medical evacuation. Do you have any suggestions on what I can do?

A.

You are correct in that, although your mother is on your travel orders, she is not included in the Department of State medical program, and you will need to make individualized arrangements for her. You've done the first step and have identified a physician for her. You may wish to enroll her in a private medical evacuation program. Companies which have such programs provide a wide variety of services for a prepaid membership fee. The most important to you would be the emergency evacuation and repatriation service. If the company determines that adequate medical facilities are not available locally, it will utilize whatever mode of transport, equipment and personnel necessary, and evacuate her to the nearest facility capable of providing adequate care. Once her condition has stabilized, and they determine it is advisable for your mother to be moved to a medical facility closer to home, they will also provide her with a medically-supervised repatriation. It would be well worth your while to check out the costs and benefits of such a coverage for your mother. Contact your health unit for information on such services.

Q.

AFRICA

We occasionally experience power failures, and I always worry about the food in the freezer. Because of local conditions, I am forced to buy in large quantities and keep items stored in the freezer for months. I have a lot invested in this stockpile. What do I do when the freezer fails?

A.

Don't panic when it happens. Freezers are well-insulated, and each package of frozen food acts as a "block of ice" protecting the food around it. Ordinarily, a fully-stocked freezer will keep food frozen for 2 days after losing power. A half-full freezer can maintain freezing power for roughly one day. So, if possible, the first thing to find out is how long your freezer will be out. If it can be restarted within a safe time, you don't need to do anything. Just resist the temptation to keep looking inside. Each time you open the door, warm air rushes in, reducing the freezer's effectiveness.

The usual advice of storing the food in friends' freezers or using dry ice would most likely not be an option for you. Meat or poultry that still contains ice crystals may safely be refrozen. For meat and poultry products that have only a "cool-feeling," cooking is a better option. After you cook these items, you can refreeze them (if the power is back on). Throw out any product that has even a slightly unusual color or odor.

By the way, when power goes off in the refrigerator, you can normally expect your food to last at least four to six hours, depending on how warm your kitchen is. Higher room temperatures will mean it won't last as long. ■

Safety at sea

The working group on radiocommunications of the Subcommittee on Safety of Life at Sea will conduct an open meeting at 9:30 a.m. on June 15 at Department of Transportation headquarters. The purpose is to prepare for the 40th session of the International Maritime Organization's Subcommittee on Radiocommunications in London. □

State-ing the facts

BY BARBARA QUIRK

—How many diplomatic posts do we have in what used to be the Soviet Union? Where are they?
(Answer on Page 71) □

Rape Awareness

THE BUREAU of Diplomatic Security's Lynda Graham has journeyed to over 40 posts in the last two years to teach a course on rape awareness because she believes "an ounce of prevention now can save thousands of dollars in psychiatric fees later." She adds: "There are things you can do to protect yourself."

Ms. Graham is a former paramedic and emergency medical technician with the Prince George's County, Md., volunteer fire department. She consoled and treated victims of rape before coming to State. She says: "I still volunteer on a team at Fairfax Hospital (in Falls Church, Va.) that helps gather evidence from people who've been raped. I wear a beeper, and the police call me when someone's been assaulted. I do this because I think it's important to stay in touch with what victims are feeling."

Ms. Graham became the first coordinator of the rape awareness program two years ago after teaching courses on other security topics at State. She began her tenure in the Department in 1982 as a part-time-intermittent employee in Frankfurt, coordinating medical evacuations. In 1988 she became an administrative assistant in Diplomatic Security, helping to prepare lesson plans for instructors who teach courses on personal security overseas. She was asked to become an instructor herself later that year.

Ms. Graham assisted in drafting guidelines for the rape awareness program. She says: "It was developed in response to the growing public awareness of rape and its potential threat to employees." Requests for giving the



Lynda Graham at the National Foreign Affairs Training Center. The 683,000 is the F.B.I.'s estimate of the number of rapes in the United States. (State Department photo by Lloyd McKenzie)

course have picked up recently, Ms. Graham says, explaining: "It's the domino effect. People at one post take the class and spread the word."

Are sexual assaults increasing overseas? Ms. Graham says: "We aren't sure. The quarterly crime statistics compiled by regional security officers have included rape as a category only in the last year or so. Before that, rapes were lumped together with all kinds of assaults. We do know that crime rates in general are increasing worldwide.

"We certainly don't have a crisis situation, but we have had several rapes in the last year. Whether this means more rapes are occurring, or whether victims are just more willing to report them, is hard to say. Rape used to be a hush-hush subject, but women in the Foreign Service today may be more inclined to report these incidents than their mothers were."

Part of her job as instructor, Ms. Graham says, is to debunk myths. She

says: "Unless a member of their family's been assaulted, people think: 'It can't happen to me.' But it *can* happen—whether you're young or old, slim or fat, attractive or ugly. Women tend to have a false sense of security overseas. They think: 'I'm an American citizen; I have diplomatic immunity.' Well, a rapist doesn't care about diplomatic immunity."

Ms. Graham advises women to be "observant but not paranoid." She says: "Most rapists pre-select their victims, so don't throw a spotlight on yourself. Be culturally sensitive. If you wear skimpy clothes in a Moslem country, you're going to stand out in a crowd. In poor countries, we see 'opportunistic' rapes: women are robbed, then raped. Be aware of your surroundings. Avoid isolated areas and, if you're shopping, don't become so absorbed that you lose track of what's going on around you."

Ms. Graham's course give profiles of personality types among rapists. She tells her audiences: "Knowledge is power. Your assessment of the individual you're dealing with may save your life. Should you submit, fight back or negotiate? If you decide to fight back, you'd better be prepared to fight with all your might. You need to not only get your attacker on the ground, but to keep him there while you run." She adds that the bureau's Mobile Security Division offers a separate course in self-defense overseas.

Women who are attacked should report the assault to their regional security officers, who now undergo rape

'A woman told me that, after taking my class, she decided to vary her running routine . . . Three weeks later, someone was raped on her jogging path'

awareness training, Ms. Graham says. "New officers receive two hours of sensitivity training," she says, "to enable them to gather the facts in a nonjudgmental way." Victims should also contact their nurse practitioners at post, who recently received sexual-assault evidence-gathering kits from the F.B.I.

Ms. Graham, a Civil Service employee, sees a need for rape awareness training for Civil Service people, too. She says: "My goal is to offer an all-day seminar in the Dean Acheson Auditorium later this year. I hope that speakers will include a nurse, a police officer, a psychiatrist, an attorney and a representative from a victims' assistance program. Perhaps there will be a demonstration of self-defense tactics."

Ms. Graham says her job has made her more aware of the dangers she herself faces. "The other day my car was bumped by another vehicle," she relates. "I looked in my rear view mirror, and I didn't like what I saw. The driver looked like Willie Nelson on a bad day, and he had a careful of characters with him. Based on what I know now, I wasn't about to get out of my car. I called 911 on my car phone, and the police showed up almost immediately. The guy who hit me was charged with drunken driving."

Ms. Graham says of her job: "It has real rewards. Recently, a woman stopped me in the cafeteria and told me that, after taking my class, she decided to vary her running routine. Three weeks later someone was raped on her jogging path. And I got a cable from the security officer in Seoul telling me that the daughter of an employee was able to thwart an attacker there, which she credited to my class. Feedback like that makes me feel good. I think it's important, too, for employees to know that the Department cares about what happens to them. To my knowledge, we're the only agency in the Government offering this kind of course."

In April Ms. Graham began teaching a one-hour rape awareness class at the National Foreign Affairs Training Center, as part of the security overseas seminar, for Foreign Service employees and their families heading overseas. For information on the next seminar, call (703) 302-7267. Employees overseas may request training at their posts by contacting their regional security officers.

—BARBARA QUIRK ■

EDUCATION & TRAINING

Department officers coach District high school students in model UN program

BY DAVID BAME

The author, a watch officer in the Operations Center, is himself an alumnus of model United Nations programs.

The State Department Treaty Room has seen a fair number of policy discussions in its day, but a conversation last February may have marked a real first.



The topic was hardly new: two Department guests were voicing strong opinions about America's role in the United Nations and the world. But instead of being served a state luncheon, the participants got pepperoni pizza and soft drinks. And instead of being government officials, they were high school students.

The discussion was part of the opening event of this year's Washington High Schools International Studies Partnership, a program organized by the State Department and two District of Columbia high schools, designed to provide kids in Washington with a different kind of educational opportunity. The program began in the fall of 1992, growing out of a conversation between its founders, Foreign Service officers Jock Covey and Tom Miller. (The former is now in language training, heading for Berlin, and the latter is director of the Office of Israel and Israeli-Arab Affairs.) The two wanted to do something to take part in the life of the city, in a natural, unforced way. After rejecting various proposals to set up a tutoring program or to work in soup kitchens, they settled on a model United Nations project, in part because Mr. Miller had taught such an evening course at George Mason University.

With a small band of other Foreign



Student Edgar Mejia meets UN secretary general Boutros Boutros-Ghali. State's Jock

Covey is on left, with Cordozo teacher Chris Wellmore next to him.

Service officers, they proposed a special partnership. If a District public school would organize a model United Nations program, volunteers from the State Department would provide a complete package of support. Cardozo High School took up the challenge for the initial program in last year, and Coolidge High School joined the program this year. Together, State and these multi-ethnic public schools are proving how valuable such a program can be, both to the community and to each student. Director general Genta Hawkins Holmes signed on as an enthusiastic and early supporter of the project, and helped to establish it as an official Department activity for those participating in it. Funds raised to support the program come from the private sector and are eligible for individual and corporate tax deductions.

Despite the success of such programs all over the country, including some in the Washington area, District public schools have never had the opportunity to take advantage of them, due to limited resources and budget constraints. On the other hand, no other such program anywhere has had the benefit of direct support from the State Department and serving diplomatic officials. Now, with advice and encouragement from director general Holmes and many others (including many of the Department's minority employees), both Department employees and District students are finding a new and practical way to improve themselves and their community.

A model United Nations program in a District public school setting provides knowledge about geography and foreign affairs that students are unlikely to receive anywhere else. And the kids respond, according to Teddy Taylor of Consular Affairs. "After only two trips by me to Coolidge," says Mr. Taylor, who is himself a Coolidge graduate, "students there were already starting to see the world as a different place from the way they perceived it four weeks ago. The idea of how governments settle disputes intrigues them."

Students also learn skills with direct relevance for their daily lives. The program provides hands-on practice in conflict resolution and real-world problem-solving. Skills in negotiation, teamwork, persuasion, leadership and communication can carry over to the real world, and last for a lifetime. These are things that are very hard to teach in a conventional classroom, however. The schools, the teachers and the kids need a vehicle—and a boost.

The boost comes from an ever-growing group of State employees who take time from their regular schedules, with Department approval, to work with the kids. Claire Oxley of the Near East bureau, who coached this year and last, says she joined the program "to do something that would make me feel more a part of Washington, instead of using the city as a way station. I was amazed at what the kids learned in such a short time." And the concrete results that State employees see are special for a group



Lisa Llaneta is the "delegate" from China, while Tareck Osman is the United Kingdom's man.

whose best day-to-day work often yields results only over a long period of time.

With the Cardozo and Coolidge teachers shouldering the day-to-day teaching burden, State Department volunteers visit the schools regularly to teach their own specialties, from drug problems and regional conflicts to basic negotiation techniques and oral communication. State Department "coaches" arrange for students to visit desk officers in the Department and the local embassies of the countries the students represent in the model. Together, the teachers and coaches conduct spirited workshops in which student-delegates begin practicing their new skills.

The program has provided opportunities for the kids to gain perspective on the world around them. Bureau of Personnel representatives speak with them about internships and other State job opportunities. Coaches provide personal insights about their own job experiences, to encourage the kids to think about a foreign affairs career. Last year, the students were invited to the swearing-in of the assistant secretary for African affairs George Moose, the Department's highest-ranking Foreign Service officer of African-American origin. After the ceremony, one of the students whispered to a coach: "That could be me up there someday."

The Department's first model United Nations program was staged in the Loy Henderson Conference Room last June. Twenty-nine students "represented" the 15 countries making up the Security Council and played the roles of officials like the secretary general, with each group backed up by a State Department coach.

They spent the day working on a Nile River water resources scenario prepared by the United Nations Association, played out with assistance from some alumni of Mr. Miller's George Mason class.

The kids, as "delegates" from the diverse member nations of the Security Council, all had very different views. It

was not at all clear they could work together effectively to persuade the parties to back away from deeply-held hostile positions. In the end, however, the student-delegates engaged their fellow disputants effectively and came up with a sensible approach that wowed their teachers and gratified their coaches. Better yet,

Courses: National Foreign Affairs Training Center

Program	June	July	Aug.	Length
AREA STUDIES: INTENSIVE COURSES				
Canada (AR 129)	7	—	—	2½ days
Africa, sub-Sahara (AR 210)	—	—	8	2 weeks
East Asia (AR 220)	—	—	8	2 weeks
Latin America/Caribbean (AR 230)	—	—	8	2 weeks
Small Islands (AR 238)	1	—	—	2 days
Near East/North Africa (AR 240)	—	—	8	2 weeks
South Asia (AR 260)	—	—	8	2 weeks
Southeast Asia (AR 270)	—	—	8	2 weeks
Successor states to the Soviet Union (AR 280)	—	—	8	2 weeks
Europe (AR 290)	—	—	8	2 weeks

AREA STUDIES: ADVANCED COURSES

Andean (AR 533)
Arabian Peninsula/Gulf (AR 541)
Balkans (AR 583)
Baltic states (AR 584)
Benelux (Netherlands) (AR 595)
Brazil (AR 535)
The Caribbean (AR 538)
Central America (AR 539)
Central Asia (AR 586)
China (AR 521)
Eastern Africa (AR 511)
Fertile Crescent (AR 542)
Francophone Africa (AR 513)
Francophone East/Central Africa (AR 517)
Francophone West Africa (AR 516)
French-speaking Europe (AR 592)
German-speaking Europe (AR 593)
Greece/Cyprus (AR 589)
Haiti (AR 536)
Hungary, Czechoslovakia (AR 582)
Iberia (AR 591)
Indonesia (AR 571)
Italy (AR 594)
Japan (AR 522)
Korea (AR 523)
Lusophone West Africa (AR 514)
Malaysia (AR 575)
Mexico (AR 531)
Mongolia (AR 524)
Netherlands (AR 595)
Northern Africa (AR 515)
The Philippines (AR 574)
Poland (AR 587)
Russia, Ukraine and Belarus (AR 581)
Scandinavia (Nordic countries) (AR 596)
South Asia (AR 560)
South Caucasus (AR 585)
Southern Cone (AR 534)
Southern Africa (AR 512)

These courses are integrated with the corresponding languages and are scheduled weekly for three hours. Starting dates correspond with language starting dates.

—(Continued on next page)

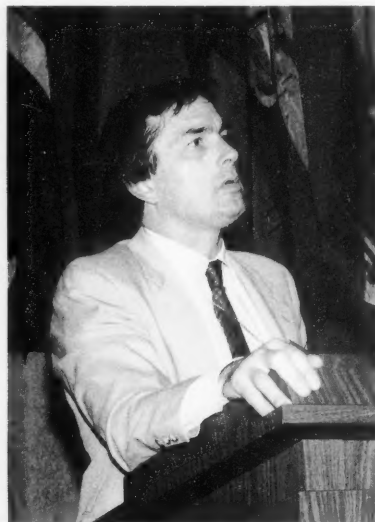
they finished up their five hours of debate, caucusing and negotiation even more enthusiastic than when they started, pleased with their own performances and talking already about next year. As Ms. Oxley says: "Once the simulation gets going, the kids get caught up and play their roles with a lot of enthusiasm." The students judged to have made the greatest contribution at that June conference won trips to New York to tour the United Nations and to meet with U.S. and UN officials, including the real secretary general, Boutros Boutros-Ghali.

The results validate the basic approach of the project: focus on skills, provide knowledge and keep it fun. Everyone comes out a winner. The students gain new knowledge, in a format that makes learning exciting. They absorb a lot about negotiating, problem-solving, conflict resolution and team-building that will serve them well whatever they do in the future. It provides their teachers a fresh and creative tool, along with opportunities to use the unique resources, technical and human, of the State Department. And it provides State employees a chance to give something back to the community, using their own work skills and experiences.

This year's program is scheduled to culminate on June 4 with a simulation involving more than 60 Cardozo and Co-

—(Continued from preceding page)

Program	June	July	Aug.	Length
Thailand, Burma, Laos (AR 572)				
Turkey (AR 543)				
Vietnam/Cambodia (AR 573)				
LANGUAGE AND ADVANCED AREA COURSES				
Afrikaans (LAA 100)	—	—	22	23 weeks
Albanian (LAB 100)	—	—	22	23/44 weeks
Amharic (LAC 100)	—	—	22	23/44 weeks
Arabic (modern standard) (LAD 100)	—	—	22	23/44 weeks
Arabic (Egyptian) (LAE 100)	—	—	22	23/44 weeks
Arabic (Western) (LQW 100)	—	—	22	23/44 weeks
Arabic (field school) (LAD 950)	—	—	8	44 weeks
Armenian (LRE 100)	—	—	22	23/44 weeks
Azerbaijani (LAX 100)	—	—	22	23/44 weeks
Bengali (LBN 100)	—	—	22	23/44 weeks
Bulgarian (LBU 100)	—	—	22	23/44 weeks
Burmese (LBY 100)	—	—	22	23/44 weeks
Chinese (Cantonese) (LCC 100)	—	—	22	23/44 weeks
Chinese (standard) (LCM 100)	—	—	22	23/44 weeks
Chinese (field school) (LCM 950)	—	—	8	44 weeks
Czech (LCX 100)	—	—	22	23/44 weeks
Danish (LDA 100)	—	—	22	23 weeks
Dutch/Flemish (LDU 100)	—	—	22	23 weeks
Estonian (LES 100)	—	—	22	23/44 weeks
Finnish (LFJ 100)	—	—	22	23/44 weeks
French (LFR 100)	—	5	22	24 weeks
Georgian (LGG 100)	—	—	22	23/44 weeks
German (LGM 100)	—	—	22	24 weeks
Greek (LGR 100)	—	—	22	23/44 weeks
Hebrew (LHE 100)	—	—	22	23/44 weeks
Hindi (LHL 100)	—	—	22	23/44 weeks
Hungarian (LHU 100)	—	—	22	23/44 weeks
Icelandic (LJC 100)	—	—	22	23/44 weeks
Indonesian (LJN 100)	—	—	22	23/36 weeks
Italian (LJT 100)	—	—	—	24 weeks
Japanese (LJA 100)	—	—	22	23/44 weeks
Japanese (field school) (LJA 950)	—	—	8	44 weeks
Khmer (Cambodian) (LCA 100)	—	—	22	23/44 weeks
Korean (LKP 100)	—	—	22	23/44 weeks
Korean (field school) (LKP 950)	—	—	8	44 weeks
Lao (LLC 100)	—	—	22	23/44 weeks
Latvian (LLE 100)	—	—	22	23/44 weeks
Lithuanian (LLT 100)	—	—	22	23/44 weeks
Malay (LML 100)	—	—	22	23/36 weeks
Mongolian (LMV 100)	—	—	22	23/44 weeks
Nepali/Nepalese (LNE 100)	—	—	22	23/44 weeks
Norwegian (LNR 100)	—	—	22	23 weeks
Persian/Farsi (Iranian) (LPF 100)	—	—	22	23/44 weeks
Persian/Dari (Afghan) (LPG 100)	—	—	22	23/44 weeks
Polish (LPL 100)	—	—	22	23/44 weeks
Portuguese (LPY 100)	—	—	22	24 weeks
Portuguese (European) (LPY 101)	—	—	22	24 weeks
Romanian (LRQ 100)	—	—	22	23 weeks
Russian (LRU 100)	—	—	22	23/44 weeks
Russian (advanced) (LRU 101)	—	—	22	23/44 weeks
Singhalese (LSJ 100)	—	—	22	23/44 weeks
Slovak (LSK 100)	—	—	22	23/44 weeks
Spanish (LQB 100)	—	5	22	24 weeks
Swahili/Kiswahili (LSW 100)	—	—	22	23/36 weeks
Swedish (LSY 100)	—	—	22	23 weeks
Tagalog/Philippino (LTA 100)	—	—	22	23 weeks
Tajik (LTB 100)	—	—	22	23/44 weeks
Thai (LTH 100)	—	—	22	23/44 weeks



State's Tom Miller addresses the model United Nations assembly.

—(Continued on next page)

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Program	June	July	Aug.	Length
Turkish (LTU 100)	—	—	22	23/44 weeks
Ukrainian (LUK 100)	—	—	22	23/44 weeks
Urdu (LUR 100)	—	—	22	23/44 weeks
Uzbek (LUX 100)	—	—	22	23/44 weeks
Vietnamese (LVS 100)	—	—	22	23/44 weeks
FAMILIARIZATION AND SHORT-TERM (FAST) COURSES				
Albanian (LAB 200)	—	—	22	8 weeks
Arabic (modern standard) (LAD 200)	—	5	22	7/8 weeks
Arabic (Egyptian) (LAE 200)	—	5	22	7/8 weeks
Arabic (North African) (LQW 200)	—	5	22	7/8 weeks
Armenian (LRE 200)	—	—	22	8 weeks
Azerbaijani (LAX 200)	—	11	22	7/8 weeks
Bengali (LBN 200)	—	—	22	7/8 weeks
Bulgarian (LBU 200)	—	5	22	7/8 weeks
Burmese (LBY 200)	—	5	22	7/8 weeks
Chinese (standard) (LCM 200)	—	5	22	7/8 weeks
Chinese (refresher) (LCM 200)	—	5	—	6 weeks
Czech (LCX 200)	—	5	22	7/8 weeks
Estonian (LES 200)	—	—	22	7/8 weeks
French (LFR 200)	—	5	22	7/8 weeks
Georgian (LGG 200)	—	5	22	7/8 weeks
German (LGM 200)	—	5	22	7/8 weeks
Hebrew (LHE 200)	—	5	22	7/8 weeks
Hindi (LHJ 200)	—	5	22	7/8 weeks
Hungarian (LHU 200)	—	5	22	7/8 weeks
Icelandic (LJC 200)	—	—	22	8 weeks
Indonesian (LJN 200)	—	5	22	7/8 weeks
Italian (LJT 200)	—	5	22	7/8 weeks
Japanese (LJA 200)	—	5	22	7/8 weeks
Khmer (Cambodia) (LCA 200)	—	5	22	7/8 weeks
Korean (LKP 200)	—	5	22	7/8 weeks
Latvian (LLE 200)	—	5	22	7/8 weeks
Lithuanian (LLT 200)	—	5	22	7/8 weeks
Malay (LML 200)	—	5	22	7/8 weeks
Norwegian (LNR 200)	—	—	22	7/8 weeks
Polish (LPL 200)	—	5	22	7/8 weeks
Portuguese (Brazilian) (LPY 200)	—	5	22	7/8 weeks
Romanian (LRQ 200)	—	5	22	7/8 weeks
Russian (LRU 200)	6*	—	22	8 weeks
Russian (refresher) (LRU 201)	—	5	—	6 weeks
Slovak (LSK 200)	—	—	22	8 weeks
Spanish (LQB 200)	—	5	22	7/8 weeks
Tajik (LTB 200)	—	5	22	7/8 weeks
Thai (LTH 200)	—	5	22	7/8 weeks
Turkish (LTU 200)	—	5	22	7/8 weeks
Urdu (LUR 200)	—	5	22	7/8 weeks
Uzbek (LUX 200)	—	5	22	7/8 weeks

*The Russian fast course is closed for June 6.

ADMINISTRATIVE TRAINING

Budget and financial management (PA 211)	—	5	15	6 weeks
C.O.R. training equipment procurement (PA 126)	27	—	—	1 week
F.S.N. classification and compensation (PA 232)	—	18	—	2 weeks
General services operations (PA 221)	13	25	1	12 weeks
	20	—	8	12 weeks
	27	—	15	12 weeks
	—	—	22	12 weeks
How F.A.A.S. works at overseas posts (PA 213)	15	—	3	3 days
How to be a certifying officer (PA 291)	Correspondence course			
How to be a contracting officer's representative (PA 130)	Correspondence course			
How to write a statement of work (PA 134)	Correspondence course			
Management controls workbook (PA 164)	Correspondence course			

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lidge students. Next year, the program may expand to one or two additional schools, if enough State employees volunteer. Participation in the program requires only about 16 hours of a volunteer's time over a two-month period, but provides rewards not found anywhere else.

Robert Gelbard, assistant secretary for international narcotics matters, has agreed to coordinate the program during the 1994-95 school year, in addition to handling his other duties.

If you're interested, contact Rhonda Ferguson-Augustus or Susan Alexander of the Bureau of European and Canadian Affairs, or Harry Thomas or the author in the Operations Center. □

Personal computer courses offered

The National Foreign Affairs Training Center will offer eight personal computer courses through August:

—"Personal Computer Survival Skills," June 1, 6, 13, 15, 20, 22, 27, 29; July 6, 11, 13, 18, 20, 25, 27; August 1, 3, 8, 10, 15, 17, 22, 24, 29, 31. Formatting diskettes, copying files, displaying and printing directories, using reference materials.

—"Advanced Personal Computer Operations," August 28-29. Batch file programming and Norton utilities, for persons with basic knowledge of personal computers.

—"Introduction to WordPerfect 5.1 for DOS," June 6-7, 13-14, 20-21, 27-28; July 11-12, 18-19, 25-26; August 1-2, 8-9, 15-16, 22-23. Creating, formatting, editing and printing documents and managing files. Completion of "Personal Computer Survival Skills" recommended.

—"Introduction to Lotus 1-2-3 2.3 for DOS," June 16-17 and August 18-19. Creating, editing, formatting and printing spreadsheets, for persons with basic knowledge of personal computers.

—"Introduction to Windows 3.1," June 7, 9, 14, 16, 21, 23, 28, 30; July 5, 7, 12, 14, 19, 21, 26, 28, 30; August 2, 4, 9, 11, 16, 18, 23, 25, 30. Computer mouse skills, file management, customizing windows, the help function and accessories. Completion of "Personal Computer Survival Skills" recommended.

—“Introduction to Windows 2.0,” June 22-23, 29-30; July 6-7, 13-14, 20-21, 27-28; August 3-4, 10-11, 17-18, 24-25, 31-September 1. Creating, editing, formatting and printing documents, managing files, for persons with basic knowledge of the Windows environment, including experience with a computer mouse or trackball.

—“Introduction to Excel for Windows 4.0,” June 6-7, 13-14; July 11-12, 18-19; August 1-2, 8-9. Creating, editing formatting and printing spreadsheets on this software, for persons with knowledge of the Window environment, including the computer mouse or trackball.

—“Introduction to Classified Local Area Networks,” June 8, 15, 22, 29; July 6, 11, 13, 18; August 3, 10, 17, 24. Creating and distributing telegrams electronically, for persons with knowledge of WordPerfect 5.1.

To register, call (703) 302-6132. For information, call (703) 302-6752. □

‘Life after the Foreign Service’

“Life after the Foreign Service,” for husbands and wives of employees within one year of retirement, will be given at the Career Transition Center and the National Foreign Affairs Training Center, July 5-7, October 3-5, February 6-8, May 1-3, July 5-7, 1995, and October 10-12, 1995. Topics will include adjustment to retirement, exploring new pursuits and making the most of retirement as a team. For information, call Susan Drew Thomas, (703) 235-4250. □

Managing property

The National Foreign Affairs Training Center will offer two courses in property management, for employees who maintain property records in the Department:

—“Property Management Training for Custodial Officers,” September 8-9, gives an overview of regulations and internal-control requirements.

—“N.E.P.A. Training, Domestic Operations,” September 26-30, covers

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Program	June	July	Aug.	Length
Management control workshop (PA 137)	20	—	—	3 days
Orientation workshop for narcotics affairs officers (PA 202)	—	25	—	2 weeks
Overseas administrative officers course (PA 242)	—	—	1	2 weeks
Overseas cashiers training (PA 293)	—	—	—	Correspondence course
Overseas cashier's supervisor's training (PA 294)	—	—	—	Correspondence course
Personnel course (PA 231)	27	—	22	7 weeks
Training for overseas voucher examiners (PA 200)	—	—	—	Correspondence course
CONSULAR TRAINING				
Advanced consular course (PC 532)	—	11	—	3 weeks
ConGenRossllyn basic consular course (PC 530)	—	—	—	Continuous enrollment 26 days
Consular orientation program (PC 105)	—	—	—	Continuous enrollment 6 days
Immigration law and visa operations (PC 102)	—	—	—	Correspondence course
Nationality law and consular procedures (PC 103)	—	—	—	Correspondence course
Overseas citizens services (PC 104)	—	—	—	Correspondence course
Passport examiners (PC 110)	—	—	—	Correspondence course
ECONOMIC AND COMMERCIAL STUDIES TRAINING				
Advanced economic review seminar (PE 501)	—	11	—	5 weeks
Applied economics for non-economic officers (PE 280)	—	5	—	6 weeks
Country data analysis (PE 504)	—	11	—	2 weeks
Economic tradecraft (PE 124)	6	25	—	2 weeks
	27	—	—	2 weeks
Energy, economics and environment (PE 128)	20	—	—	1 week
Export promotion (PE 125)	20	11	8	1 week
	—	25	—	1 week
Lotus for economists (PE 126)*	27	—	—	1 week
Regional resource officer training (PE 103)	—	25	—	2 weeks
Science, technology and foreign policy (PE 562)	13	—	—	1 week*
Senior commercial course (PE 290)	20	25	22**	2 days
*Lotus for economists is actually five morning sessions of 3.5 hours each, spread over two weeks.				
**A third offering will be presented if demand warrants.				
EXECUTIVE DEVELOPMENT				
Deputy chiefs of mission (PT 102)	5	10	—	2.2 weeks
Effective public speaking (PT 113)	—	—	3	1 day
Washington tradecraft (PT 203)	—	11	15	2 weeks
INFORMATION MANAGEMENT TRAINING				
Advanced consular automation (PS 127)	14	—	1	4 days
Advanced PC skills (PS 114)	—	—	29	2 days
C-Lan end-user training (PS 223)	8	6	3	1 day
	15	11	10	1 day
	22	13	17	1 day
	29	20	24	1 day
	—	27	—	1 day
Foreign affairs information systems: end-user training (PS 219)	6	11	8	4 mornings
Foreign affairs information systems: accelerated end-user training (PS 220)	13	18	1	2 afternoons
	15	20	3	2 afternoons
	20	25	15	2 afternoons
	22	27	17	2 afternoons
	27	—	29	2 afternoons
	29	—	31	2 afternoons
Information management seminar (PS 217)	13	—	29	4 weeks
Introduction to Excel (PS 126)	6	11	1	2 days
	13	18	8	2 days
Introduction to Lotus 1-2-3 (PS 118)	16	—	18	2 days
Introduction to PC and MS DOS (PS 111)	13	—	15	3 days
Introduction to Powerpoint for Windows (PS 140)	22	20	—	2 days

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Program	June	July	Aug.	Length
Introduction to Windows (PS 123)	2	5	2	1 day
	7	7	4	1 day
	9	12	9	1 day
	14	14	11	1 day
	16	19	16	1 day
	21	21	18	1 day
	23	26	23	1 day
	28	28	25	1 day
	30	—	30	1 day
	Introduction to Word for Windows (PS 124)	1	6	3
8		13	10	2 days
15		20	17	2 days
22		27	24	2 days
29		—	31	2 days
Introduction to WordPerfect (PS 115)	6	11	1	2 days
	13	18	8	2 days
	20	25	15	2 days
	27	—	22	2 days
Managing information programs (PS 213)	—	—	1	4 weeks
	1	6	1	1 day
PC survival skills (PS 112)	6	11	3	1 day
	8	13	8	1 day
	13	18	10	1 day
	15	20	15	1 day
	20	25	17	1 day
	22	27	22	1 day
	27	—	24	1 day
	29	—	29	1 day
	—	—	31	1 day
	OFFICE MANAGEMENT COURSES			
Advanced WP (PK 154)	15	—	25	2 days
Basic WP+ (PK 155)	—	6	9	2 days
Better office English (written) (PK 225)	13	—	—	40 hours
Civil Service secretarial training for entering personnel (CS-step) (PK 104)	3	15	12	11 days
Drafting correspondence (PK 159)	27	—	—	1 week
Effective speaking and listening skills (PK 240)	—	—	15	18 hours
Employee relations (PK 246)	—	27	30	2 days
F.S. secretarial training (PK 102)	28	—	—	13 days
Glossary (PK 151)	—	—	11	1 day
Introduction to Words for Windows (PK 170)	2	27	22	1 day
Introduction to WordPerfect 5.1 for DOS (PK 510)	6	21	16	2 days
Introduction to WordPerfect for Windows (171)	23	11	18	1 day
Secretarial statecraft (PK 160)	—	—	29	2 days
Secretarial training (band 2) (PK 301)	6	—	—	3 weeks
Secretarial training (band 3) (PK 302)	—	—	1	2 weeks
Senior secretarial seminar (PK 111)	1	—	—	3 days
State Department knowledge, information and learning for Secretaries (SKILS) (PK132)	20	—	—	1 week
Supervisory studies seminar (PK 245)	—	—	1	4 days
T.A.T.E.L. (PK 140)	—	13	—	1 day
Travel regulations and vouchers for secretaries (PK 205)	7	19	2	1 day
	9	21	4	1 day
	—	11	—	15 hours
Writing effective letters and memos (PK 241)	—	11	—	15 hours
ORIENTATION TRAINING				
Department officers (PN 105)	—	12	9	3 days
Foreign Service officers (PG 101)	6	—	15	9 weeks
Foreign Service specialists (PN 106)	2	7	—	17 days
Orientation for designated posts (PN 112)	—	—	16	4 days

OVERSEAS BRIEFING CENTER

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tracking property and reconciling inventories, using the Department's nonexpendable property application and computer-generated reports. For information, call Ann Stephens or Judy Brooks, (703) 302-6985. □

If you're even thinking of retirement . . .

Weeklong retirement seminars will be offered in the Loy Henderson Conference Room, June 27-July 1, September 26-30, January 30-February 3, April 24-28, June 26-30, 1995, and October 2-6, 1995.

Topics will include financial and real estate planning, tax issues, relocation options, annuities, health care, employment and volunteer work. The sessions are open to employees within five years of retirement, plus their husbands and wives. For information, call Jacqueline Manley, (703) 235-4240.

In addition, a job-search program, for recent retirees and employees nearing retirement, will be offered at the Career Transition Center, July 5-October 3, October 3-January 3, February 6-May 3, May 1-August 3, July 5-October 3, 1995, and October 10-January 3, 1996.

Participants will receive instruction in clarifying career goals, assessing skills, preparing resumes, building networks, sharpening interview skills and negotiating salaries and benefits.

Foreign Service employees may take the course within 90 days of retiring, Civil Service employees within 30 days. Retirees may participate if they sign up prior to retirement.

All participants must take the retirement planning seminar first. For information, call (703) 235-4240. □

Rules of travel

A course on travel regulations and vouchers for secretaries will be offered at the National Foreign Affairs Training Center, June 7, 9, July 19, 21, August 2, 4, September 1 and 30. To register, call (703) 302-7147. □

8 'proteges' of State are heading overseas as part of new program to enhance diversity

The first overseas assignments for young participants in the Foreign Affairs Fellowship Program, established in 1991 to enhance diversity in the Department, have been announced by the Bureau of Personnel.

Heading to post are Veomayoury Baccam (Vientiane), Karen Choe (Paris), Julie Chung (Bonn), Ruth Hodges (Cotonou), Maria Melendez (San Salvador), Keenan Smith (Nairobi), Jane Kang (Tokyo) and Michael Veasy (Canberra).

A ninth fellow, David Mico, will do a tour in the Bureau of Legislative Affairs.

The program, administered for the Department by the Woodrow Wilson National Fellowship Foundation, offers college students from around the country a scholarship which covers orientations, a summer institute, internships, a mentoring component, the last two years of undergraduate study, and a master's degree program. On earning the master's and satisfying Department entry requirements, participants will be appointed as Foreign Service officers for a minimum commitment of four and one half years.

Thirty-one students are in the program. Candidates are selected in a rigorous process which takes into account academic achievement, need and the Department's diversity goals, the bureau says. Participating schools are to provide financial support for the final year of the graduate program, depending on the student's financial need. Fellows are to complete a master's at a major institution associated with international affairs.

The bureau says the program aims to combine classroom education with "hands-on experience," to prepare the fellows for a Foreign Service career. In addition to college courses in English, history, international relations, political science and in other areas, the fellows attend the Woodrow Wilson National Fellowship Foundation's Public Policy and International Affairs Junior Year Summer Institute, and intern with the State De-



The first two cohorts of foreign affairs fellows with Ambassador Edward Perkins (rear, second from right), who helped establish the program. With him are front row: Karen Choe, Veomayoury Baccam, Katia Bennett, Amy Wilson, Julie Chung, Mitchell

Scoggins. Second row: Keenan Smith, Qui Nguyen, Kristina Gill, Melanie McGhee, Teresa Perez, Ruth Hodges, Jane Kang, Maria Melendez, Cynthia Echeverria, Romulo Gallegos. Back row: David Mico, Dereck Hoggan, Lloyd Lewis, Michael Veasey.

partment abroad during the summer following their senior year. They will also work as interns in the Department at some time during their graduate program. Before reporting to the A-100 entry classroom, each fellow is to meet all the traditional requirements for entry into the Service, including the written examination and the oral assessment, according to the bureau.

In addition, the Department is devel-

oping a mentoring component for the program.

The Bureau of Personnel says that the mentors, all Foreign Service officers, "will help guide their proteges, introducing them to the cultural and professional realities of the Foreign Service and the Department of State, while assisting them to develop the skills they will need for their future careers." This process begins this summer. ■

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Program	June	July	Aug.	Length
Deputy chief of mission/principal officer spouses (MQ 110)	13	18	15	3 days
Going overseas (singles, couples, families) (MQ 200)	4	—	—	1 day
Introduction to effective training skills for the spouse (MQ 111)	20	—	—	1 week
Life after the Foreign Service (MQ 600)	—	6	—	2 days
Protocol (MQ 116)	1	—	—	1 day
Security overseas seminar (MQ 911)	6	11	1	2 days
	13	18	8	2 days
	20	25	15	2 days
	27	—	22	2 days
	—	—	29	2 days
Understanding regulations, allowances and finances in the F.S. context (MQ 104)	8	27	—	3 days
POLITICAL TRAINING				
Global issues in post cold war era (PP 510)	—	—	*	3 days
Human rights in the policy process (PP 507)	—	—	22	1 day
Human rights reporting (PP 506)	20	18	—	1 day
Labor officer functions (PL 103)	—	5	—	6 weeks
Multilateral diplomacy (PP 211)	—	—	8	3 days
Negotiating art and skills (PP 501)	20	—	—	1 week
Political-military affairs (PP 505)	—	—	15	3 days
Political tradecraft (PP 202)	6	11	22	3 weeks
Worker's rights reporting (PP 504)	13	5	15	2 days

*Originally scheduled for 5/4-5/6, postponed until mid-August. ■

THE EIGHTH FLOOR

Goal for gifts to Diplomatic Reception Rooms is exceeded

A bountiful year for the Diplomatic Reception Rooms was announced on April 15 at the 33rd annual reception for donors of cash and objets d'art to the treasure trove on the State Department's eighth floor.

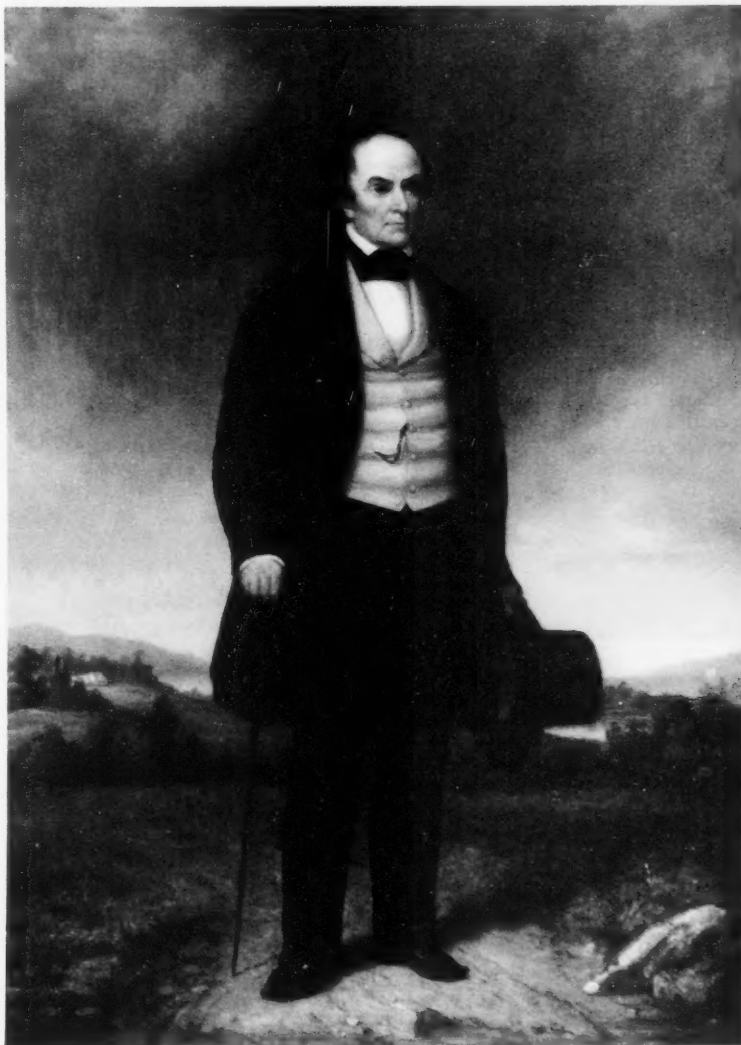
Gifts of funds alone (which are tax-deductible) totaled \$2,624,271.86 in 1993, a sum that exceeded the \$2.5-million goal that was announced at the reception a year earlier by Clement Conger, chairman of the Department's Fine Arts Committee, and Harry H. Schnabel Jr., his successor as curator. The total compared with the \$823,000 raised in 1992, which was only about half of what was contributed in the year preceding that. In addition, many of those in attendance gave or loaned art works to the rooms during the year.

In informal remarks to the guests, Deputy Secretary Strobe Talbott—who was filling in as host for Secretary Christopher—explained the importance for the United States of the contributions.

"These rooms are a tribute to American culture, to your patriotism and to your generosity," he said. "Secretary Christopher, when he has foreign guests, often breaks the ice by telling them about



Marble bust of the Marquis de Lafayette, who here is in American uniform. (Diplomatic Reception Rooms photo)



Oil portrait of Daniel Webster by James Henry Wright, a loan from Dr. M. Donald Hayes, Wilmington, O., that has been con-

verted to a gift. (Diplomatic Reception Rooms photo)

the artifacts in these rooms." Among the visitors last year, he continued, were 11 heads of state who attended the opening of the U.S. Holocaust Memorial Museum, more than two dozen Western Hemisphere foreign ministers who were in the country for a meeting of the Organization of American States, negotiators in the Middle East peace process and leaders of the contending parties in

the former Yugoslavia.

When he moved into the deputy secretary's office, Mr. Talbott related, he wanted to bring in a couple of pieces of art of his own—but he was prevented from doing so "because they didn't measure up to Hank's (Mr. Schnabel's) standards."

A listing of gifts and donors begins on Page 46. ■

POST OF THE MONTH

MINSK

This embassy is in the capital of Belarus, the former Soviet republic now on Russia's western border, north of Ukraine. U.S. Foreign Service people there are featured as part of STATE's continuing series.



Defense Department employee *Karen Leaycraft*, outside the embassy.



Protocol assistant *Inna Markova*, on the embassy grounds.



Systems manager and community liaison officer *Lynn Zigoris*, outside the embassy.



Secretary *Christopher*, center, with the embassy staff.



Department of Defense employee *Ann Keller* next to statue of the first leader of the K.G.B.



Fruit vendors.



The ambassador's residence.



Administrative officer *Jeffrey Glassman* at cabin in the countryside.

POST OF THE MONTH: MINSK



Carpenter *Holly Newberry*, works on renovation of the embassy.



Ambassador's secretary *Bonnie Pates* at the marketplace.



Ann Keller, Department of Defense, left, with consular officer *Kathy Schumann*, at a castle outside Minsk.



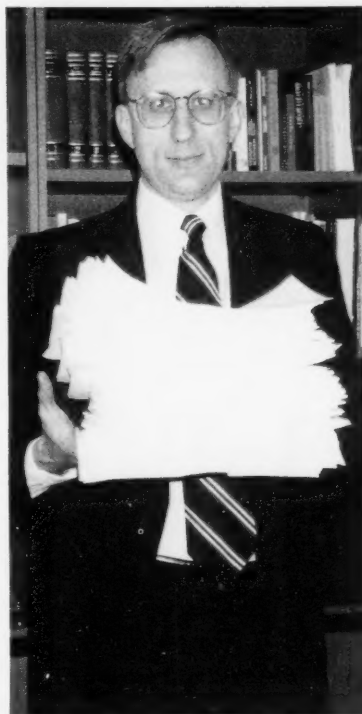
A vendor of pickled garlic.



Former Ambassador *David H. Swartz*, second from right, with doctors at a hospital in Mozyr. Mr. Swartz is a donor of medical supplies to the hospital, through his church.



A Russian Orthodox church.



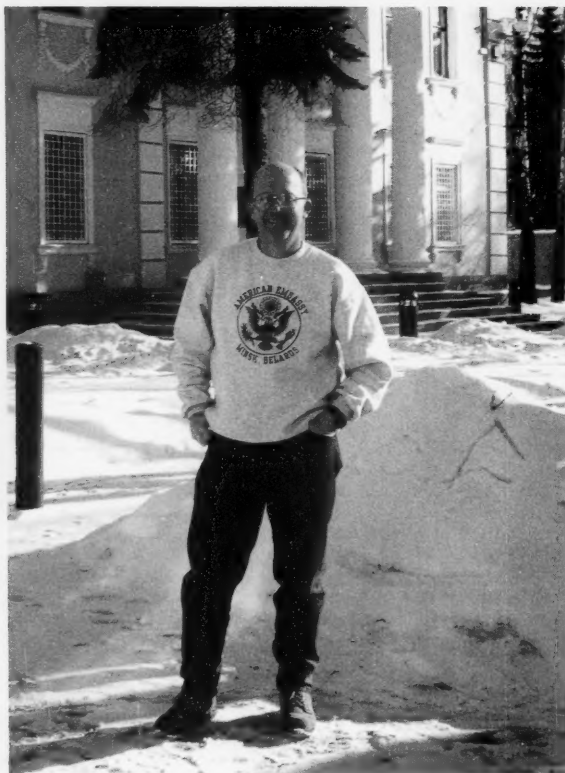
Chargé *George Krol* with the daily cable traffic.



Defense Department employee *David La-Fleur* with a villager outside Minsk.



Receptionist *Ludmilla Stashinskaya* at the embassy gate.



Defense attaché *Tom Zigoris*, outside the embassy.



Public affairs officer *David Park* and wife *Anna Maria* outside a chapel.



A lace vendor.



II. "Old Town," restored after World War

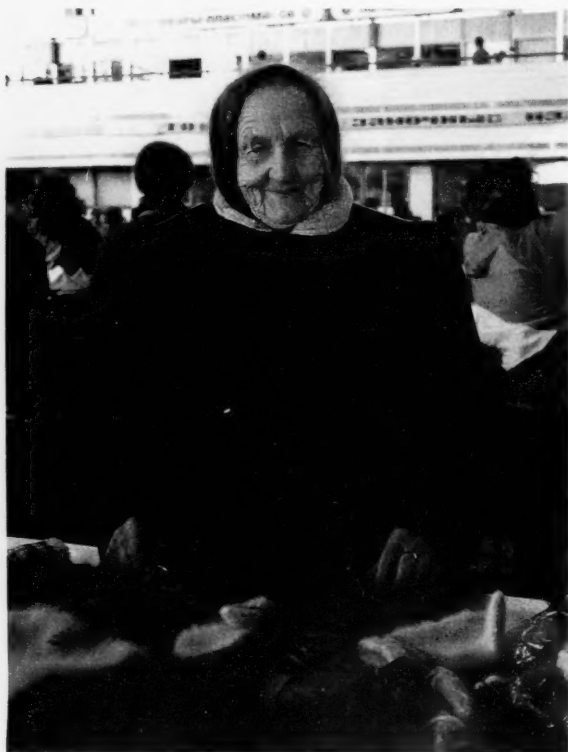


Commercial assistant *Dima Shemyonov*, left, who led fundraising at the embassy to pay medical costs for this boy, who was hit

by a train. With them are secretary *Bonnie Pates* and driver *Slava Regovenko*.



Driver *Vladimir Khoroshevich*.



A vendor of mittens and scarves.



Former Ambassador *David H. Swartz*, left, with officials of a hospital.



Embassy staffers at statue commemorating Russian soldiers who were killed in World War II.



Administrative specialist *Tamara Shevchenko* at a statue commemorating Russian soldiers who were killed in World War II. ■

CIVIL SERVICE PERSONNEL

Promotions

GG-6

Johnson, Kevin A., International Organization Affairs, Information and Communication Management
Vargas, David, International Organization Affairs, Information and Communication Management

GG-7

Kessler, Joanne B., International Organization Affairs, Political Affairs

GG-11

Ocal, Nilgun B., Foreign Service Institute, North and East European Languages

GM-15

Linden, Gregory S., Office of Inspector General

GS-4

Chicvara, Michael A., Honolulu Passport Agency
McAdams, James C., Philadelphia Passport Agency
Nelson, Rosa M., Philadelphia Passport Agency
Sasaki, Lily T., Honolulu Passport Agency

GS-5

Arns, Barbara Jo, Seattle Passport Agency
Conway, Lenora A., Chicago Passport Agency
Daniels, Thelma, New York Passport Agency
Foote, Lula B., New York Passport Agency
Sockwell, Lisa D., Foreign Service Institute, Administrative Training
Tate, Thomasina, Chicago Passport Agency
Yang, Elaine P., Houston Passport Agency

GS-6

Barber, Lynette I., Office of Chief Financial Officer, Payroll Operations
Blanks, Sherron Ali, Passport Services
Brown, Debra C., New Orleans Passport Agency
Burley, Ann, Miami Passport Agency
Dandridge, Sharlene, Philadelphia Passport

Agency
Faragalli, Rita M., Philadelphia Passport Agency
Hubbard, Virginia, Philadelphia Passport Agency
Jimenez, Alicia, Miami Passport Agency
Lee, Michael T., Bureau of Personnel, Information Management
Mancinelli, Janette L., Office of Foreign Buildings, Acquisitions Division
Parris, Cynthia C., Philadelphia Passport Agency
Porter, Letitia S., Philadelphia Passport Agency
Summy, Heaya Ann, Central European Affairs
Tsugawa, Lynne Lee, Honolulu Passport Agency
Velarde, Edilia E., Miami Passport Agency
Williams, Elizabeth A., Office of Foreign Buildings, Africa/East Asian and Pacific Area

GS-7

Christensen, Olga R., Paris
Cook, Michael Allen, Passport Services
Higa, Violet Oshiro, Honolulu Passport Agency
Johnson-Gills, Gennie L., National Passport Center, Portsmouth, N.H.
Johnson, Lynette Lee, Foreign Service Institute, Information Management Training
Kazyak, Mary C., Office of Inspector General
Padilla, Marte, Los Angeles Passport Agency
Picardy, Ellen R., Paris
Rogers, Gypsy L., Office of Chief Financial Officer, Working Capital Fund Section
Schumacher, Sara, San Francisco Passport Agency
Smith, Karen L., Political-Military Affairs
Sprouse, Judith A., West African Affairs
Thompson, Charlene Estelle, Office of Inspector General
Walle, Colin Patrick, Los Angeles Passport Agency

GS-8

Abramson, Sherrill M., Bureau of Administration, Office of Safety/Health and Environmental Management
Cahoon, Fannie Elena, Office of Under Secretary for Political

State mail clerk saves a man's life

When Betty Ann Miranda, a mail clerk at the Department's diplomatic mail and pouch facility, stopped at a convenience store in Front Royal, Va., on a recent Saturday, she ended up saving a man's life. This was after she had worked overtime, and as she says: "I'd been sorting mail since 5:30 that morning, and I was exhausted."

Ms. Miranda was waiting in line to buy a lottery ticket when she saw the man fall to the floor. "I thought at first that he was having a seizure," says Ms. Miranda, who worked as a respiratory assistant in a hospital before coming to State two years ago. "He stopped breathing. I grabbed his wrist, and I felt nothing—no pulse."

Ms. Miranda was grieving over the loss of her nephew, who had died in a swimming accident a few weeks earlier. She says: "My first thought was: 'Oh, God, not another death; I can't take this.'" She compressed the man's chest to keep his heart pumping, while another customer breathed air into his nostrils. She says: "I still couldn't get a pulse, but I knew I had to keep trying, no matter what."

She continued cardiopulmonary resuscitation until a rescue squad arrived and applied electrodes to the man's chest. "After a moment, he sat up and said: 'I guess I can go now,'" Ms. Miranda says. He didn't. He was taken to a hospital, where he had heart bypass surgery.

Ms. Miranda has received numerous accolades in the



Betty Ann Miranda at State's diplomatic pouch and mail facility. (State Department photo by Michael McCaffrey)

community for her quick action. She appeared on Front Royal television, and people there compliment her as she fills her car with gas or works out at her health club. She was named "Citizen of the Year" by her small town's fire department.

But Ms. Miranda insists she's not a hero. She says: "What I did was instinctive. I just followed my training." Noting that the Foreign Affairs Recreation Association offers a class in cardiopulmonary resuscitation, she adds: "Anyone who takes the course could probably do what I did."

—BARBARA QUIRK □

Affairs

GS-9

Carotenuto, Venetia E., Political-Military Affairs
Chavez, Maria Guadalupe, San Francisco Passport Agency
Daley, Charles C., Bureau of Administration, Freedom of Information
Fantroy, Jo Ann, Bureau of Personnel, Africa Assignments
Irvin, Ella M., Foreign Affairs

Data Processing Center
Kasperbauer, Charles T., Passport Services
Kristie, Louis E., Los Angeles Passport Agency
McKenna, Patricia L., Office of Chief Financial Officer, Pre-Assignment Training
Mirzayans, Eileen, Los Angeles Passport Agency
Pryor, Robert A., Bureau of Administration, Telecommunications

Riley, Tammy Deloris, Consular Affairs, General Services Division
White, Felicia Yvonne, Philadelphia Passport Agency

GS-11

Blackwood, Ann S., International Organization Affairs, Office of Technical Specialized Agencies
Heaps, Robert K., Consular Affairs, Citizens Emergency Center
Marshall, Brenda A., Bureau of Personnel, Administrative Division
Morris, George H., Foreign Service Institute, Office of Registrar
Ruiz, Roberto R., Passport Services
Sotiropoulos, Maria A., Office of Protocol, Visits Division
Vazquez, Jorge R., Office of Foreign Buildings, Engineering Support Branch
Wickwire, Susan T., Presidential Management Intern Program

GS-12

Beck, Doris A., Oceans bureau, Office of Executive Director
Brewer, Regina Ann, Office of Foreign Buildings, Financial Management
Carter, Mary C., Bureau of Personnel
Christian, Steven A., Stamford Passport Agency
Churchwell, Nyle A., Chicago Passport Agency
Cooper, Glendena C., Miami Passport Agency
Cornaby, John Gwyther, Seattle Passport Agency
Douglas, Minda Harvey, San Francisco Passport Agency
Doyle, Elizabeth, Los Angeles Passport Agency
Hitts-Christophe, Beverly, New Orleans Passport Agency
Hoffman, Michael Alan, New York Passport Agency
Houston, Linda Anne, Houston Passport Agency
Jones, Benita Denise, National Passport Center, Portsmouth, N.H.
Jones, Steven M., Diplomatic Security, Employee/Contractor Clearance Section
Lamplugh, Marianne E., Philadelphia Passport Agency

McSwiggin Jr., Frederick J., Boston Passport Agency
Rifkin, Deborah Wilhelm, Bureau of Administration, Presidential-Vice Presidential Travel Staff
Shorter, Elenita M., Office of Foreign Service National Personnel
Young, Gloria T., Passport Services

GS-13

Brown, Tracy C., International Organization Affairs, Office of Technical Specialized Agencies
Cressey III, Roger W., Political-Military Affairs
Hitt, Peggy M., Bureau of Administration, Presidential-Vice Presidential Travel
Hunter, Nora T., Political-Military Affairs
Roberts, Melvern V., Office of Chief Financial Officer, Office of Executive Director
Schwartz, Lee R., Office of the Geographer

GS-14

Linn, Margaret A., Office of Inspector General
Ward, Larry A., Bureau of Administration, Telecommunications

Appointments

Aguilar, Yolanda R., Los Angeles Passport Agency
Allen Jr., Alex J., Houston Passport Agency
Artificio-Rogers, Mariza, Refugee Programs
Ayala, Cynthia D., Los Angeles Passport Agency
Billmeyer, Jacqueline A., Office of Inspector General
Coles, Alice C., Foreign Service Institute, Language Studies
Davis, Lynn Mary, Los Angeles Passport Agency
De Rosales, Jesse R., Seattle Passport Agency
Edgerson, Michael T., New Orleans Passport Agency
Leites, Justin, Office of the Deputy Secretary
Merrick, Wanda N., New Orleans Passport Agency
Miller, Marna J., Office of Foreign Buildings, Real Property Management

Branch
Rainey, Tamara, Bureau of Administration
Sims, Jennifer Emily, Intelligence and Research
Stephens, Sabiha Ucella, Foreign Service Institute, Orientation
Yun, Philip W., East Asian and Pacific Affairs, Office of Assistant Secretary

Reassignments

Brunson, Anne Cecilia, Intelligence and Research to Office of Legal Adviser
Carrico, Dana M., Office of Under Secretary for Political Affairs to Bureau of Public Affairs, Office of Assistant Secretary
Coleman, Albert Bernard, International Organization Affairs to Foreign Service Institute, Information Systems
Godfrey, Deborah J., Office of the Secretary to Office of Historian
Jeffries, Angela Loretta, Bureau of Administration to Consular Affairs, Resources Management Division
Medina, Patricia A., Pre-Assignment Training to Bureau of Personnel, Policy Coordination Staff
Middaugh, Jacqueline Wise, Office of Chief Financial Officer to Bureau of Personnel, Senior Officer Division
Smoot, Doris E., Intelligence and Research to African Affairs

Resignations

Addington, Larry K., Bureau of Administration, Information Management
Bacchus, William Ivar, Office of Under Secretary for Management
Barrett, Claire W., Bureau of Administration, Freedom of Information
Binnendijk, Johannes A., Policy Planning Staff
Boothby, Kimberly Paige, Seattle Passport Agency
Castleman III, Samuel T., Office of Protocol, Blair House Section
Cleveland, Hilary P., International Joint Commission

Cornwell, Izabella W., Foreign Service Institute, North and East European Languages
Davidow, Joan Marie, Office of Overseas Schools
Durnil, Gordon K., International Joint Commission
Gati, Charles, Policy Planning Staff
Glitzner, Stacey M., Office of Foreign Buildings, Near East and South Asian Branch
Henry, Ronald D., New York Passport Agency
Hubler Jr., John F., Bureau of Administration, Information Management
Jaworski, Ronald R., Bureau of Administration, Information Management
Johnson, Dawne A., Refugee Programs
Johnson, Hope C., Bureau of Administration, Office of Allowances
Jurkonie, Annette, Bureau of Administration, General Services Division
Kauzlarich, Terri L., Office of Foreign Buildings, Administrative Management
Knox, John Howell, Office of Legal Adviser
Lancaster, Harriet L., Office of Chief Financial Officer, Office of Executive Director
McDaniel, Douglas Knox, San Francisco Passport Agency
Miller, Joan E., San Francisco Passport Agency
Ordet, Stephanie P., Office of Chief Financial Officer
Pike, Lawrence Vernon, Intelligence and Research, Office of Executive Director
Witeck, Christopher M., Human Rights and Humanitarian Affairs
Wright, Mary A., Office of Chief Financial Officer, Office of Executive Director

Retirements

Birmingham, Mary J., Bureau of Public Affairs, Office of Public Communications
Hezlep, William Leavitt, Office of the Geographer
Johnson, Ruthe B., New York Passport Agency
Johnson, Walter T., Bureau of Administration, Information Management
Leonhart, Margaret A., Intelligence and Research ■

FOREIGN SERVICE PERSONNEL

Appointments

Byrd, Lewis K., Specialist Intake
Lynch, Joseph, Pre-Assignment
Training
Ramsey, Thomas Metzger,
Belfast
Yoder, Barbara B.,
Pre-Assignment Training

Transfers

Andersen, Carl M., Bangkok to
Bureau East Asian and
Pacific Affairs
Babinsack, Richell S.,
Nouakchott to Lusaka
Bachner, Thomas J., Tallinn to
Kiev
Bowman, Russell L., Lahore to
Beijing
Boynton, Alice F., Manila to
Lima
Bugay, Mark C., European
Affairs to Warsaw
Cady, Nancy H., Foreign Service
Institute; Language Training to
East Asian Pacific
Affairs, Office of Executive
Director
Chan, Lai Weng, Sanaa to Near
Eastern Affairs
Cochrane, Katharine M., Paris to
European Affairs
Conway, Ellen Mary, Foreign
Service Institute; Language
Training to Riga
Cookman, Jimmie W., Bureau of
Administration, Information
Management to Beirut
Cooper, David F., Bureau of
Administration, Information
Management to Bangkok
Crum, Patricia Ann, Budapest to
Bureau of Personnel,
Assignments Division
David, Florida C., Ankara to
Refugee Programs
Drucker, Catherine, Nairobi to
East Asian and Pacific
Affairs
Ellison, Michael E., Panama to
Colombo
Feeny, Jon J., Manila to Bureau
of Administration,
Information Management
Fichte, Royce J., Lima to
Secretariat, Board of
Examiners
Fitzmorris, Lawrence C.,
N'Djamena to African
Affairs
Foldi, Paul S., Karachi to
Managua
Gaudiosi, Eric Vincent, Amman
to Naples
Grundy, Paul H., Moscow to
Bureau of Personnel
Hall, Anne, Executive Secretariat
to Office of the Secretary
Hartsock, Linda K., Moscow to
Kingston
Herzberg, Mark J., Near Eastern
Affairs, Office of Public
Affairs to Executive
Secretariat
Hoffman, Daniel N., Department
of Commerce to European
Affairs
Hoof Jr., Bruce F., Sydney to
Brussels
John, Oliver Brainard, Kuwait to
Bern
Kelly, Douglas G., Guangzhou to
Madras
Lacoek, Robert A., Niamey to
Bucharest
Lakhdhir, Kamala Shirin, Riyadh
to Jakarta
Lapoint, Mark W., Bissau to
Bridgetown
Lavergne, Elizabeth Ann,
Budapest to Lisbon
Lee, Won Yong, Santo Domingo
to San Salvador
Long, Marbie M., Manila to
Kuwait
Long, Shirley Anne, Guangzhou
to Beijing
Low, Ann M., Foreign Service
Institute, University
Training, Economics to
International Organization
Affairs
Lozada, Raymond E., Bureau of
Administration, Information
Management to Karachi
Mathis, Christopher W., Bureau
of Personnel to Bureau of
Administration, Information
Management
McCarthy, Jane B., Moscow to
Peshawar
McHugh, Scott E., Foreign
Service Institute, University
Training, National Security
to Diplomatic Security
McKelvey, Jay W., Casablanca to
Cairo
McNulty, Thomas J., Foreign
Service Institute, Language
Training to Minsk
Meeks, Lisa C., Diplomatic
Security, Boston Field Office
to La Paz
Milasi, Paolina, Rome to Beijing
Mills, Bruce T., Georgetown to
Diplomatic Security, San
Francisco Field Office
Muir, W. Howie, Port-au-Prince
to Quebec
Murphy, Thomas M., Office of
Counter-Terrorism to

Majuro
O'Dowd, Stephen P., Amman to
Muscat
Olmstead, Gregory P., Warsaw
to Diplomatic Security,
Office of Security
Technology
Oper, Sharon E., Executive
Secretariat to International
Narcotics Matters
Paolini-Huff, Deborah M., Abu
Dhabi to Near Eastern
Affairs
Pedersen, Jean Catherine,
Helsinki to Melbourne
Petrie, Ronald C., N'Djamena to
Managua
Phipps, Brian, Merida to London
Reed, Dean G., Berlin to Bureau
of Administration,
Information Management
Rodearmel, David, Ottawa to Tel
Aviv
Rope, William Frederick, Policy
Planning Staff to East Asian
and Pacific Affairs
Ruby, Cynthia Marie, Specialist
Intake to Rome
Smith, Alfred E., Addis Ababa
to African Affairs
Smith, Mimi, Addis Ababa to
African Affairs
Smith, Robert W., East Asian
and Pacific Affairs to
Phnom Penh
Stader Jr., Donald E., Guatemala
to Bureau of Personnel
Stevens, John, Riyadh to Cairo
Sylawa, Bernice Ann, N'Djamena
to African Affairs
Wilkins, Mark A., Warsaw to
European Affairs
Wilson, Mary Frances, Moscow
to Bridgetown
Zabriskie, Peter J., Algiers to
Foreign Service Institute,
Administrative Training
Zeikel, Jeremy S., Bureau of
Personnel to Diplomatic
Security, Washington Field
Office

Resignations

Acosta, Teresa J., Manila
Bennett, Michelle, Havana
Brock, Odile S., Mexico City
Collins, Estella P., Manila
Daley, Lucita V., Brussels
Fitzgerald, Sean Edward,
European Affairs
Fosnacht, Thomas C., European
Affairs
Fresquez, Arline, Lima
Gagat, Judith M., Athens
Higgins, Odessa, Kuwait

Holstein, Eleanor J.,
International Organization
Affairs, Office of
International Development
Assistance
Kandra, Beth A., Karachi
Kuhns, Katherine M., St.
Petersburg
Langdorf, Phyllis Janelle, Harare
Lee, Paulette M., London
Littrel, Douglas M., Nouakchott
McElhattan, Maureen, Singapore
McKenzie, Beatrice L., Hong
Kong
Orley, Wendy M., Harare
Polidoro, Evelyn R., Conakry
Rodriguez, Patricia, Mexico City
Schlegel, Sharron A., Oslo
Williams, Karen Lorraine,
Windhoek
Wilson, Eric James, Copenhagen

Retirements

Achilles, Norman L., Canberra
Holmes, Alice J., Lima
McAlpine, Jean Baum,
Inter-American Affairs
Weinland, Helen, Kaduna
Zimmermann, Warren, Refugee
Programs ■

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The Berlin crisis in the
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foreign orders.)

For information, contact
Glenn W. LaFantasie, general
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THE EIGHTH FLOOR

(See article on Page 35)

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"View of the Great Falls of the Potomac," an oil by French artist Prosper-Georges-Antoine Marilhat (1811-47). One of a set

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of three paintings available for
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Reception Rooms photo by Will
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Very rare Queen Anne mahogany square tea table, loan from Anne C. Bienstock, Wallkill, N.Y., that has been converted to a gift. (*Diplomatic Reception Rooms photo*)

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 Henry A. Kissinger and Mrs. Kissinger, New York, \$500
 William Kloefer Jr., Bethesda, Md., \$500
 Mrs. Charles C. Koonen, Henlopen, Del., \$1,000, and 1992 gift, \$1,000
 Lucie Kornei, Washington, \$300
 Renee Kraft, Washington, \$1,500
 Mr. and Mrs. Murray Lebwahl, Alexandria, Va., \$500
 Dr. Edward D. Levy Jr., New Orleans, \$500
 Mr. and Mrs. William C. Lickle, Montchanin, Del., \$3,000
 Mrs. Alexander C. Liggett, Washington, \$500
 Jane T. Lingo, Washington, \$1,300
 Helen Abell Lucas, Louisville, \$1,500
 Luther I. Replogle Foundation, Washington, \$1,000
 Harry W. Lynch Jr., Wilmington, Del., \$1,500
 Mr. and Mrs. Gordon S. Macklin, Bethesda, Md., \$1,000
 Douglas B. Maitland, Lynn, Mass., \$25
 Mrs. Martin F. Malarkey, Washington, \$1,000
 Mr. and Mrs. Peter Malkin, Greenwich, Conn., \$5,000
 Richard Manoogian, Taylor, Minn., \$25,000
 Leonard Marks and Mrs. Marks, Washington, \$3,000
 Marpat Foundation, Mrs. Jefferson Patterson, Washington, \$9,500
 Marpat Foundation, Mrs. Jefferson Patterson, Washington, \$500
 Mr. and Mrs. Robert A. Martin, Washington, \$3,000
 Mr. and Mrs. Robert A. Martin, Washington, \$500
 Maryland National Bank, Washington, \$3,000
 Mary and Louis S. Myers Foundation, Akron, \$1,000
 Masco Corp., Richard Manoogian, Taylor, Mich., \$25,000
 John K. McLean, Alexandria, \$200

Mrs. Henry S. McNeil, Plymouth Meeting, Pa., \$4,500
 Mr. and Mrs. Franklin C. McRoberts, Mill Neck, N.Y., \$3,000
 Mrs. John McShain, Philadelphia, \$10,000
 Charles A. Meyer and Mrs. Meyer, Lake Forest, Ill., \$1,000
 Mrs. Hope Ridings Miller, Washington, \$500
 Mr. and Mrs. Wallace Owens Miller, Los Angeles, \$2,000
 Mr. and Mrs. Stuart G. Moldaw, Atherton, Calif., \$3,000
 Mr. and Mrs. James R. Moore, Lafayette, Calif., \$100
 Mrs. O. Ray Moore, Atlanta, \$4,500
 Mr. and Mrs. William S. Mullen, Birmingham, Mich., \$500
 Mr. and Mrs. Richard J. Muller, Alexandria, Va., \$500
 Mr. and Mrs. Thomas A. Murphy, Detroit, \$500
 Wallace L. Neff, Laguna Niguel, Calif., \$1,500
 Mr. and Mrs. Donald A. Nelson, Shreveport, La., \$500
 New York Stock Exchange Foundation, Inc., York, N.Y., \$1,000
 Mr. and Mrs. Bertram L. O'Neill, Philadelphia, \$2,000
 Mr. and Mrs. George D. O'Neill, Oyster Bay, N.Y., \$1,000
 Mr. and Mrs. Lambert B. Ott, Haverford, Pa., \$1,000
 Ourisman Chevrolet Co., Inc., Chevy Chase, Md., \$1,000
 Mr. and Mrs. John N. Parker, Washington, \$3,000
 Mr. and Mrs. George F. Parsons, Capeville, Va., \$500
 Mrs. Jefferson Patterson, Washington, \$3,000
 Mrs. Dorit Paul, Indianapolis, \$100
 Ruth U. Paul, Washington, \$500
 Mrs. John Howard Perkins, Bethesda, Md., \$500
 Mrs. Vernon W. Piper, St. Louis, \$500
 Mrs. Herbert Pollack, Washington, \$3,000
 Mr. and Mrs. Meyer P. Potamkin, Philadelphia, \$3,000
 Priddy Foundation (Mr. and Mrs. Robert Priddy), Wichita Falls, Tex., \$1,000
 The Questers, Philadelphia, \$26,000
 R & J Ferst Foundation, Inc., Atlanta, \$1,500
 John Shedd Reed, Lake Forest, Ill., \$600



Swedish Chippendale mahogany tray-top tea table, gift in memory of Eugene B. Casey by the Gaithersburg, Md., foundation bearing his name. (*Diplomatic Reception Rooms photo by Will Brown*)

Mr. and Mrs. Walter W. Regirer, Richmond, Va., \$3,000
 Renah Blair Rietzke Family Foundation, Washington, \$1,500
 Frederick William Renshaw, Chicago, \$100
 Mrs. George Revitz, San Antonio, \$1,600
 Dr. Marcia Robbins-Wilf, Short Hills, N.J., \$3,000
 Mr. and Mrs. Daniel Rose, New York, \$3,000
 Rosenthal Automotive Organization, Mr. and Mrs. Robert M. Rosenthal, Arlington, Va., \$3,000
 Rosenthal Automotive Organization, Arlington, Va., \$1,000
 Mrs. Edmund B. Ross, Basking Ridge, N.J., \$25
 Ruth and Vernon Taylor Foundation, San Antonio, \$20,000
 Sabre International, Inc., (James M. Solomon), Tulsa, \$1,500
 Sack Foundation, New York, \$1,000
 Salomon Brothers, Inc., New York, \$35,000
 Mrs. Stanley J. Sarnoff, Bethesda, Md., \$3,000
 Mr. and Mrs. B. Francis Saul, Chevy Chase, Md., \$3,000
 Mr. and Mrs. Eugene R. Schelp, Washington, \$500
 Elizabeth G. Schneider, Somerset, Va., \$7,100
 Greta Layton Schutt, Mendenhall, Pa., \$500
 Mr. and Mrs. Bernard L. Schwartz, New York, \$3,000
 Mr. and Mrs. John S.

Sensenbrenner Jr., Neenah, Wis., \$500
Mr. and Mrs. Peter Sherwin, St. Louis, \$500
Estate of Helen S. Shoemaker, Baltimore, \$500
Walter and Phyllis Shorestein Foundation, San Francisco, \$5,000
Mrs. Jouett Shouse, Washington, \$1,000
Mr. and Mrs. Sidney J. Silver, Washington, \$3,000
Mr. and Mrs. Robert E. Skold (in memory of Congressman S. Walter Stauffer), York, Pa., \$1,000
Mr. and Mrs. Albert H. Small, Bethesda, Md., \$3,000
Mrs. Deen Day Smith, Norcross, Ga., \$25,000
Mrs. Cordula Soeffker, Minneapolis, \$1,500
Starr Foundation, New York, \$2,000
Stephenson Eye Associates, Venice, Fla., \$200
Cecille Sternberg, New York, \$500, and 1992 gift, \$500
Mrs. James Frederick Martin Stewart, Middleburg, Va., \$2,000
Robert D. Stuart Jr., Chicago, \$1,000
Mrs. Donald Sullivan, Wyomissing, Pa., \$1,000
David H. Swanson, Fort Wayne, \$3,000
Daniel J. Terra and Mrs. Terra, Washington, \$3,000
Mrs. Agra Mckinley Thompson, Washington, \$16,500
Mr. and Mrs. Edward R. True Jr., Washington, \$1,000
Mr. and Mrs. John Tucker, Westport, Conn., \$3,000
Unocal Foundation, Washington, \$10,000
Hugh B. Vanderbilt, Greenwich, Conn., \$2,275
Mr. and Mrs. G. Duane Vieth, Washington, \$500
Mrs. Alexander O. Vietor, New York, \$1,550
Andrew Weber, Cincinnati, \$5,000
Whirlpool Foundation, Benton Harbor, Minn., \$500
Mr. and Mrs. Arnold Willcox, Palm Beach, Fla., \$1,500
Mrs. Thomas L. Williams Jr., Thomasville, Ga., \$17,031.25
Wine Institute, San Francisco, \$1,500
Mr. and Mrs. Erving Wolf, Houston, \$6,000
Ambassador and Mrs. Milton A. Wolf, Cleveland, \$3,000

Mr. and Mrs. Simeon F. Wooten Jr., Tampa, \$500
Mrs. Frank L. Wright, Alexandria, Va., \$31,500
Sidney S. Zlotnick, Washington, \$3,000 □

Gifts and loans

Anonymous (gift), *Plan of the City of Washington*. Engraved by Thackara and Vallance, Philadelphia, March 1792.
Mr. and Mrs. George Baumunk, Pittsburgh (loan), *Portrait of Leonidas Wetmore (1816-1849) by George Caleb Bingham*, ca. 1839-40. Oil on canvas.
Anne C. Bienstock, Wallkill, N.Y. (loan converted to gift), *Very rare Queen Anne mahogany square tea table*. Philadelphia, circa 1745.
Ambassador and Mrs. Parker Borg, Reykjavik, Iceland (loan) *Delaware mahogany tall case clock*, circa 1785.
Eugene B. Casey Foundation, Gaithersburg, Md. (gift) (in memory of Eugene B. Casey), *Chippendale mahogany tray-top tea table*. The rectangular faience deep tray was made in Sweden and depicts a harbor scene with antique ruins painted in polychrome.
Mr. and Mrs. Clement E. Conger, Alexandria, Va. (gifts) (the John Jay Hopkins Foundation), *Oil on canvas portrait of the Marquis de Lafayette by Adolphe Phalipon*. It depicts General Lafayette in the dress of a civilian Republican leader. *English cut-glass large covered bowl with stand*. Circa 1785-90. Presented to Mr. Conger by the Fine Arts Committee at a dinner in his honor on November 4, 1970. *English mahogany Hepplewhite sideboard* with light string inlay following the contour of the sideboard. *Pair of silver sugar tongs by Joseph Anthony Jr.*
Mr. and Mrs. J. Harwood Cochrane, Rockville, Md. (gift), *Pair of Georgian brass petal base candlesticks with matching petal bobeches*. Circa 1740.
Mr. and Mrs. Lawrence Dunham, Annandale, Va. (loan to be

converted to gift) *American silver spice caster* with domed cover with finial and pierced holes within engraved panels.

Dr. and Mrs. Porter B. Echols Jr. (gift), *Map of the "United States of America"* by Henry C. Carey and Isaac Lea, Philadelphia, circa 1822.

Robert K. Goldman, Bethesda, Md., (gift) (in memory of Ruthy Kogod Goldman), *Small Chinese export porcelain plate*.

Dr. M. Donald Hayes, Wilmington, O. (converted loan to gift) *Oil portrait of Daniel Webster by James Henry Wright (1813-1883)*.

Ambassador and Mrs. Glen Holden, Los Angeles (gift) (in honor of Mr. and Mrs. Maurice Calder), *Boston silver tankard by unknown maker*, circa 1755.

Marpat Foundation, Inc., Washington, (gift), *Antique Chinese rug*.

The Questers, Philadelphia, (gifts), *Massachusetts Sheraton gilt pier mirror*. Boston, circa 1800-1815. *Baltimore semi-circular mahogany card table*, circa 1795.

Mr. and Mrs. Irvin G. Schorsch Jr., Meadowbrook, Pa. (gift), *Chinese export porcelain dinner plate* from a service owned by George and Martha Washington.

Arnold and Marie Schwartz Fund for Education and Health Research, New York, (gifts), *19th-century 10-light brass chandelier* with large central baluster. *18th-century English six-light brass chandelier*, circa 1750-60.

Estate of Rene Harth Thompson, San Francisco, (bequest), *English mahogany secretary bookcase*, circa 1780. *Pennsylvania walnut tall case clock* by Eli Bentley, circa 1780. *English Sheffield rectangular two-handled tray*. *English Sheffield coffee urn*.

Robert E. Vogle and Barbara Shipley Vogle, Phoenix, Md. (bequest), *Chinese export porcelain "Hong" punch bowl*. Gilt rim, circa 1780. *Maryland mahogany Hepplewhite Pembroke table*.

Circa 1790-1800. *Chinese export porcelain dinner plate* from a service owned by George Washington and bearing the insignia of the badge of the Order of the Society of the Cincinnati, circa 1784. *Charleston Hepplewhite mahogany linen or clothes press*. Circa 1790. In memory of Mrs. Vogle's parents, H. Dorsey Shipley and Bessie Rhine Shipley. *Philadelphia Chippendale mahogany serpentine front chest of drawers* attributed to Jonathan Gostelowe. Circa 1770. *Philadelphia walnut Chippendale four-drawer lowboy* with four cabriole legs ending in ball and claw feet. Circa 1750-1765. *Chinese export porcelain tea and coffee service* consisting of 31 pieces decorated with gilt scalloped rim and scroll handles. Circa 1805. *Chinese export porcelain tea and coffee service* consisting of 12 pieces all decorated with a vignette of Mt. Vernon in sepia, enclosed in a gilt framed oval medallion on two sides. Circa 1800. *18th-century 12-light chandelier*. English, circa 1790. Also, \$150,000 was donated to convert the Henry Clay Dining Room architecturally from an ordinary room into a handsome American 18th-century dining room. This room is used to entertain both foreign and American official guests.
Mrs. Frank L. Wright, Alexandria, Va. (gift) (in memory of Frank L. Wright), *Oil painting, "View of the Great Falls of the Potomac,"* one of three oil-on-canvas paintings of views of the United States by Prosper-George Marilhat, 1845. The set was a private commission by King Louis-Philippe to commemorate the journey he made in the spring of 1797 through the northern half of the United States.
Wunsch American Foundation, Inc., Brooklyn, N.Y. (converted loan to gift), *Hepplewhite mahogany eagle inlaid looking glass*. New York, circa 1800. ■

BUREAU NOTES



THE SEVENTH FLOOR—Department executive secretary Marc Grossman (sans plaque) presents Certificates of Appreciation to Combined Federal Campaign keyworkers from the Executive Secretariat, Public Affairs, Legislative Affairs and the Office of

the Under Secretary for Management. *Left to right: Arlene Brandon, Carla Davis, Charles Hughes Jr., Marcella Hembrey, Micheal Curry, Marjorie Soltis, Jaqueline Cornio, Elida Hickman.*

THE SEVENTH FLOOR

Office of the Secretary

SECRETARY CHRISTOPHER traveled to Williamsburg, Va., April 15, to address the members of the Senate Democratic Conference. Accompanying him were special assistant PAUL HUGHES; the executive director of the Executive Secretariat, LYNWOOD M. DENT, JR., the assistant secretary for legislative affairs, WENDY SHERMAN, and her deputy, BARBARA LARKIN; and the assistant secretary for public affairs, THOMAS DONILON.

From April 24—May 5, Mr. Christopher traveled to London, Saudi Arabia, Egypt, Israel and Syria, to conduct political consultations on Bosnia and Middle East issues. Accompanying him and serving as members of the advance team were executive assistant ELIZABETH JONES and her secretary, SUSAN EDWARDS; personal assistant LIZ LINBERRY; deputy executive secretary MAX ROBINSON; Mr. Dent; Secretariat staff officer BRIAN NICHOLS and line assistant AMY LINDSEY (advance team); computer systems specialist LYNN SWEENEY; Mr. Donilon; deputy assistant secretary and Department spokesman MICHAEL McCURRY and members of his staff, special assistants MARY ELLEN GLYNN and JUDITH WEBSTER; Middle East coordinator DENNIS ROSS; his deputy AARON MILLER, and special assistant, NORA DEMPSEY; the assistant secretary for Near Eastern affairs, ROBERT PELLETREAU and his deputy, DANIEL KURTZER; the assistant secretary for European and Canadian affairs STEVE OXMAN, and his deputy, THOMAS ROBERTSON; CHARLES REDMAN, special

envoy for the former Yugoslavia; National Security Council staff member MARTIN INDYK; and General MICHAEL RYAN of the Joint Chiefs of Staff.

On April 27 acting secretary STROBE TALBOTT attended the funeral services of former PRESIDENT NIXON in Yorba Linda, Calif. □

Office of the Under Secretary for Political Affairs

Under Secretary PETER TARNOFF traveled to Prague and Brussels, April 11-14, to attend the European chiefs-of-mission conference. Accompanying him was special assistant DANIEL RUSSELL and CHARLES H. THOMAS II, executive director for the steering group on central and eastern Europe. □

Office of the under Secretary for International Security Affairs

On April 7 Under Secretary LYNN DAVIS briefed the press on the Coordinating Committees on Export Controls (Cocom) successor regime . . . She appeared before the subcommittee on foreign operations of the Senate Committee on Appropriations, concerning the foreign assistance budget . . . On April 20 she addressed the political advisers conference in Washington . . . On April 21 she addressed a dinner meeting of the New York Council on Foreign Relations, discussing the U.S. role in nonproliferation policy . . . On April 25 she hosted a reception for Working Group I of the Cocom successor regime. □

Office of the Ambassador-at-large for the New Independent States

Senior coordinator JAMES F. COLLINS traveled to Brussels, April 11-16, to attend the chiefs-of-mission Conference. Accompanying him were his special assistant, MARCIA K. WONG, and LARRY C. NAPPER, director, Office of Independent States and Commonwealth Affairs . . . On April 18 Mr. Collins addressed members of the national foreign policy conference for leaders in higher education, in the Department . . . On April 29 he participated in a Central Asia seminar . . . Deputy STEVE PIPER accompanied Secretary Christopher to Geneva, April 26, for his meeting with the Russian foreign minister.

The coordinator for regional affairs JOSEPH A. PRESEL traveled to Prague, April 11-15, to participate in the Conference on Security Cooperation in Europe's Minsk Group conference on Nagorno-Karabakh, and to Geneva, to the UN-sponsored talks on resolving the conflict in Georgia . . . CAREY CAVANAUGH joined the Regional Affairs staff as senior adviser to the coordinator. □

Office of Equal Employment Opportunity and Civil Rights

On April 19 deputy assistant secretary EVELYN DAY and her deputy, THOMAS JEFFERSON, met with JONAS WOLFART, president of the Office for National and Ethnic Minorities, Hungary, to discuss equal employment opportunity and affirmative action policies and procedures in the United States. □

Protocol Office

Protocol chief MOLLY RAISER, deputy chief FRED DuVAL, assistant chiefs MEL FRENCH and LAWRENCE DUNHAM and protocol officers EVE WILKINS, APRIL GUICE, CHRISTINE HATHAWAY and CARLOS ELIZONDO traveled to Yorba Linda, Calif., in late April to assist with arrangements for the funeral of former PRESIDENT NIXON. Ninety-seven foreign delegations attended the funeral. Executive director HARLAN LEE headed the funeral task force in the Operations Center; Protocol provided core staff for the task force.

KAREN WEBER, a student at the New England Culinary Institute, joined the staff of Blair House as its first culinary intern . . . Ms. Raiser hosted a luncheon at Blair House for ambassadors representing the countries of



PROTOCOL OFFICE—Culinary intern *Karen Weber*, second from right, joins the staff at Blair House. Others, left to right: assistant chef *Candida Pulupa*, executive chef *Russel Cronkhite*, assistant chef *Kym Gibson*.

the Near East, South Asia, East Asia and the Pacific Islands. Also attending were Senators DANIEL MOYNIHAN and CHARLES ROBB, Congressman GARY ACKERMAN and Assistant Secretaries WINSTON LORD, ROBIN RAPHEL and ROBERT PELLE-TREAU.

In April the Ceremonials Division coordinated a breakfast hosted by the Secretary in honor of chief executive officers and labor leaders, a luncheon hosted by the Secretary in honor of the German foreign minister and a luncheon hosted by the deputy secretary in honor of the president-elect of Costa Rica . . . The ceremonials staff arranged a visit to Monticello and the University of Virginia for the diplomatic corps, hosted by Ms. Raiser. The events were coordinated by Ms. Guice, KIM TOWNSEND, DEE LILLY, RICK PAULUS and DOMINIC ALFORD.

Visits Division officers CHRISTINE HATHAWAY, CARLOS ELIZONDO, JESSIE JOHNSON, TANYA TURNER-SANDERS, and MARY MASSERINI assisted with the visits to Washington of the prime ministers of Greece, Turkey, Madagascar, Nepal, Sweden and Fiji, and the chancellor of Austria . . . They escorted the foreign ministers of the Slovak Republic, Germany and Lithuania, and the deputy foreign minister of New Zealand and the chief secretary of Hong Kong, to bilateral meetings with the Secretary . . . Visits officer PHIL DUFOUR traveled with the Japanese advance team in preparation for the state visit . . . Visits officer PATRICK DALY returned to the office after a long illness . . . ELIZABETH MARTINEZ left the Visits Division in April to join the White House staff. □

ADMINISTRATION

Executive Office

The Executive Office hosted its semi-annual orientation, May 24, for 70 new Bureau of Administration direct-hire and contract employees. Assistant Secretary PATRICK F. KENNEDY addressed the group, followed by other bureau management officials. □



BUREAU OF ADMINISTRATION—Observing Earth Day in the Department's cafeteria, from left: special assistant *Jim Doane*, deputy assistant secretary *Charles Re-pass* and *Nicholas Fotinos*, recycling and Earth Day coordinator. Behind them is exhibit urging employees to support effort on behalf of the environment.

Office of Foreign Buildings Operations

The deputy assistant secretary for foreign buildings operations, JEROME F. TOLSON JR., briefed ambassador-designate DAVID M. RANSOM, Bahrain . . . Staffing, chancery space issues and the status of the chancery in Kuwait were reviewed . . . The director for operations and post support LAWRENCE R. BAER, traveled, April 25-May 13, visiting Hong Kong, Hanoi, Ho Chi Minh City, Bangkok, Beijing and Ulaanbaatar . . . The director for program execution, RALPH N. WHEELER, announced his retirement from the Department, effective April 29. He had been with Foreign Buildings Operations as director of program execution since 1987. Prior to joining the Department, he had a 31-year career with the Army Corps of Engineers. In 1989 he received a meritorious presidential rank award from PRESIDENT BUSH. □

Office of Information Management

Systems Operations: RICHARD KWIATKOWSKI and JIM RUBINO attended the information management studies curriculum at the National Foreign Affairs

Training Center . . . EDWARD SCHWARTZ visited the Regional Information Management Center, Bonn, to teach a two-week course on local area networks . . . ROBERT MASON is attending the advanced management program at the Information Resources Management College, Fort McNair . . . DAN KELLY, BILL PRESPARE, JOSEPH RINELLA, JAVIER DUENAS and WILLIAM JOHNSON attended telephone and classified local area network training at the Warrenton Training Center . . . ROBERT LAKE, DANE HOWARD and HANK KEENEALY conducted radio installations at field offices in New Orleans, Dallas and Atlanta . . . BYRON JONES, JOSEPH DONAHAY, ANDY HARVEY and ANDY HOFF provided communications support to the Secretary on his trips to California and Hawaii . . . BOBBY BALDERAS attended contract-officer-representative training in Boston . . . JON CRUZ traveled to Bogota as a "non-pro" courier. □

Office of Operations

Office of Commissary and Recreation Affairs: The office announced the selection of JERRY O. HILL of the American Embassy Association in Bonn, Germany, as the 1993 "Manager of the Year." Mr. Hill was recognized for his management skills and his transformation of the Bonn Association into "a unified, well-run, active organization that is a model for other associations." MICHAEL O'BRIEN of Manila and JANET SHOLLENBARGER of Athens were selected as second-place winners. DUMISLE NX-MULO MARTIN of Kigali was third-place winner . . . The office welcomed LAURA FARTHING as its new legal counsel. She will be advising on individual associations' legal concerns, as well as broader issues affecting all employee associations . . . All office employees have now been converted from contractor status to direct-hire Civil Service status.

Office of Facilities Management and Support Services: FRANK BRIGHT, chief, Building Management Division, traveled to Charleston, S.C., for a site review of the former naval base, which will become a State financial management center soon. LARRY FOSS, Fleet Management Operations, received a Meritorious Honor Award for the development and implementation of a commercial driver licensing program . . . The general services staff provided logistical support for President and Mrs. Clinton's dinner in the Diplomatic Reception Rooms, April 11, given in honor of Thomas Jefferson's 250th birthday . . . ELIZABETH ELLIOTT KIMMEL, chief, General Services Division, presented certificates of award to contract personnel who provided support for the Middle East peace talks . . . Fleet Management

Operations provided evacuation support to evacuees in Rwanda . . . SHARON DENITTO attended Windows training at the National Foreign Affairs Training Center . . . MAGGY MORSE attended Tatal training . . . REGINA BELT made logistical arrangements for an April 19 in-house reception center, for a briefing of employees evacuated from Rwanda and Burundi . . . MARY NELL HANKS participated as a speaker at the retirement seminar, April 27 . . . Ms. Belt attended the seminar, April 25-29.

Office of Language Services: DIMITRI ZARECHNAK accompanied the Secretary of Commerce to Russia . . . GAMAL HELAL and CAROL WOLER provided interpreting support for VICE PRESIDENT GORE's visit to Marrakesh . . . A team of 11 language specialists, including staff interpreter DIMITRI ARENSBURGER and translator LAWRENCE BURRELL, is supporting two arms control groups meeting in Geneva . . . PATSY ARIZU, GUILLERMO BASERVA and BARBARA PHILLIPS assisted the U.S.-Mexico interparliamentary meeting in Hualtulco, Mexico . . . CAROL WOLTER traveled to Las Vegas to interpret during interviews conducted by the Drug Enforcement Administration . . . GISELA MARCUSE assisted a military meeting in Charlottesville . . . VIVIAN CHANG led an unprecedented team of 10 simultaneous interpreters for Washington meetings with officials of China, hosted by the Secretary of Commerce . . . Romance translating section members JOE MAZZA, JIM FEENEY, HELEN ELY and CLAUDETTE SCARFO joined forces to dispatch a 397-page legal document on the Lockerbie case, submitted by the Libyan Government to the International Court of Justice . . . ELIZABETH COUTS and ADOLFO MACCRAUGH translated 103 pages of technical material for the National Fisheries Service . . . During recruitment visits, director HARRY OBST spoke on consecutive interpreting, at the Monterey Institute of International Studies and at Arizona State University at Tempe . . . MARISE LASHLEY spoke on translating as a profession, at Howard University. □

AFRICAN AFFAIRS

Office of the Assistant Secretary: Assistant Secretary GEORGE E. MOOSE traveled to Zanzibar for the East Africa chiefs-of-mission miniconference, a trip which also took him to Ghana, Uganda, Madagascar and Egypt for meetings with heads of state and foreign ministry officials. He returned to the Department April 11 . . . Mr. Moose briefed members of Congress, April 14, on South Africa's preparations for its first multi-racial elections . . . On April 18 he attended a breakfast meeting with the editorial board



LUBUMBASHI, Zaire—At award ceremony, left to right: Jack Tshimbalanga Efile, Brother Dave Mahoney, Stephen J. Kirk-

wood, Umba Kabwe, William J. Hudson, Alan W. Eastham Jr., Antoine Tente Wa Tente, Milton Mutiko Makopa.

of the Washington Post . . . He addressed the TransAfrica Forum, April 19, as part of the 1994 Arthur Ashe Library lecture series . . . He met with American citizens, April 19, who had been evacuated from Rwanda and Burundi . . . The assistant secretary testified, April 20, before the Africa subcommittee of the House Foreign Affairs Committee, on U.S. policy toward South Africa on the eve of the elections . . . On April 21 he returned to his alma mater, Grinnell College, where he spoke on South Africa and Africa . . . He spent the final week of April in South Africa, as a member of the U.S. presidential observer delegation to the elections, traveling throughout the country, visiting voting stations and meeting with South African government and party leaders. He returned to the Department April 30.

Office of East African Affairs: Director DAVID SHINN participated April 12, in a daylong discussion of Sudan, sponsored by the U.S. Institute of Peace, and served as a member of a panel on Somalia, April 21, organized at American University by the Somali-American Council . . . He spoke April 26 to personnel going to francophone African posts, on conducting embassy business in francophone Africa . . . He was one of two persons to receive, on April 8, the national-alumnus-of-the-year award granted by the American Association of Community Colleges, at its annual convention in Washington . . . OLIVER GRIFFITH, country officer for the Indian Ocean countries and Tanzania, traveled to London to participate in the April 21-22 bilaterals on Diego Garcia . . . GEORGE W. COLVIN JR., country



CAPE TOWN, South Africa—At award ceremony, left to right: Leslie Tini, Goodwell Zitumane, Joyce Phikela, Isaac Tsotsobe,

consul general Bismarck Myrick, Errol Alexander, Tiana Manne, Stephanie Brown, Adrick Abrahams.

officer for Ethiopia and Eritrea, visited those countries, April 15-27, for consultations with embassies and familiarization.

Office of the Executive Director: The post management officer for East Africa, NED ALFORD, returned from a trip to Dar es Salaam, Nairobi, Kampala, Mogadishu and Khartoum, where he consulted with embassy officials . . . The bureau said farewell to JACK M. BRYANT, who worked over 40 years at State, most of it in the Africa bureau . . . first as a post management officer, finally becoming deputy executive director in 1985. Many of his friends, colleagues and former coworkers honored him at a farewell party, April 29, where he was presented the John Jacob Rogers Award. The citation read, in part: "Jack provided uncommon support, superior leadership and unsurpassed mentoring. He always found the time to dispense thoughtful, sensitive, intelligent advice with grace and style. His knowledge, experience and judgment were relied upon by the most senior decision-makers of the bureau at all times, and most particularly during evacuations and other emergency situations when calm, reasoned actions were needed." Mr Bryant also received a Certificate of Appreciation. □

CONSULAR AFFAIRS

Visa Services: From April 11-22, several officers from the bureau participated in a consular workshop sponsored by the Foreign Service Institute, in Montevideo, Uruguay. DIANE DILLARD, deputy assistant secretary for visa services, and GERRY FULLER, Visa Office, conducted presentations on visa



BRUSSELS, Belgium—Ambassador Alan J. Blinken (left) with Assistant Secretary Mary Ryan and consul E. J. Fischer at opening of refurbished consular section.



WARSAW, Poland—At consular conference, front row: Cynthia Doell, Katherine Munchmeyer, Jennifer Cathcart, Lisa Tepper, Tom Favret. Rear: Michael Hornblow, Fredericka Schmadel, J. Christian Kennedy, Chever Voltmer, Brian Lieke, Jim Wolfe, Dianne Markowitz, J.P. Schutte, Sandra

Shiphock, Gregg Morrow, Donna Hamilton, David Hopper, Assistant Secretary Mary Ryan, Nancy Mullenex, Nicholas Sherwood, Glen Keiser, Sharon Hurley, Derwood Staeben, Elizabeth Millard, Nicholas Greanias, Janet Weber, David Morris, George Lannon, Faith Hunt, Rob Needham.

matters. MARGARIE LEMB, chief, Latin America, Caribbean and Canadian Division, Citizens Emergency Center, conducted a workshop on American citizens services issues. VICTOR A. ABEYTA, director, Office of Fraud Prevention Programs, presented a session on the globalization of alien smuggling. Following the conference, Ms. Dillard visited posts in Rio de Janeiro, Brasilia, Sao Paulo, Buenos Aires and Santiago.

Overseas Citizens Services: On April 29-30 GEORGIA ROGERS, deputy director, Citizens Emergency Center, traveled to San Francisco to participate in a conference on the medical aspects of foreign travel, sponsored by the Mountain Medicine Institute . . . VIKIE LOPATKIEWICZ, Office of Citizens Consular Services, traveled to Camp Lejeune, N.C., April 9-15, to participate in a Marine special-operations—capability exercise, which simulated a military-assisted post evacuation . . . From April 27-May 4, BARBARA DE-ROSA, Citizens Consular Services, participated in a similar exercise at Camp Pendleton, Calif. On April 23 Ms. Lopatkiewicz, with BETH COOPER and VIRGINIA YOUNG of Citizens Consular Services, addressed the National Council for Adoption's annual conference on international adoptions . . . On April 22 Ms. Cooper and ELIZABETH WADIUM of the child custody unit spoke to the American Bar Association's conference on children and the law, on international adoptions and international child abduction . . . LINDA DONAHUE, chief, Child Custody Division, departed for Portuguese language training, in anticipation of an assignment to Sao Paulo, Brazil . . . JAMES SCHULER of the division traveled to Villanova University, Phila-

delphia, March 16, to participate in a panel on domestic and international child abduction. The program was sponsored by the Villanova University School of Law.

Passport Services: RENATE KAMINSKI, regional director, Seattle Passport Agency, was interviewed by the Oregonian, a Portland newspaper, about the passport application process . . . KAREN PALLAS, assistant regional director, with JOHN FAR-INTON, processing clerk, and passport specialists PAULA FERGUSON and MICHAEL SEPAL, conducted customer focus groups, to obtain direct customer feedback on a proposed draft passport application form . . . VICKI MUNOZ, passport specialist supervisor, Seattle, participated in a global women's forum in Tacoma, where she met ARVONNE S. FRASER, designated U.S. representative to the UN Commission on the Statutes of Women . . . JOHN CORNABY, adjudication chief, Seattle, assisted members of a counseling and crisis-intervention team in obtaining emergency passports, to fly to Easter Island to meet the National Oceanic and Atmospheric Administration's research ship, "Discover," after two members of the crew were attacked by a shark . . . SUSAN SHORT, acceptance agent's coordinator, Seattle, trained new clerks in Olympia in passport processing procedures and fraud awareness . . . She conducted a training course at the Edmonds Community College and Tourism School, on passport forms and safe travel abroad . . . On April 11-12 GRETCHEN SCHUSTER, regional director, Chicago Passport Agency, attended a planning retreat of Chicago's cooperative administrative support unit's board of directors, to plan for the

future in relation to the National Performance Review Board and on the changing needs of member agencies . . . On April 13 she participated in a luncheon meeting of the Federal Executive Board, along with LORRAINE GREEN, deputy director, Office of Personnel Management . . . On April 11, RICHARD BECKMANN, fraud program coordinator, Chicago, traveled to St. Louis to address the annual seminar on the administration of vital statistics, presented by the National Center for Health Statistics . . . On April 29 the Chicago agency honored six staff members—EVA BRUMFIELD, CAROLINE EASLEY, ROYCE GREEN, STEVEN MOSES, THOMASINA TATE and RICHARD BECKMANN—at the Federal Executive Board's annual "Employee of the Year" luncheon, attended by more than 1,000 federal employees. The honorees were accompanied by their section chiefs, NYLE CHURCHWELL, DOROTHY THOMAS, SHIRLEY WATKINS and TERRY GREEN.

Fraud Prevention Programs: From April 18-May 3, JOHN SPIEGEL traveled to Manila, to discuss the establishment of an antifraud minilaboratory . . . He then visited Guam, Honolulu and San Francisco, to provide training to inspectors from the Immigration and Naturalization Service . . . On April 28 MARC GORELICK provided antifraud training to inspectors from the Immigration and Naturalization Service, at the Federal Law Enforcement Center, Glyco, GA . . . He gave a fraudulent-document presentation to inspectors from the Immigration and Naturalization Service, April 29, in Jacksonville, Fla . . . On April 25-26 MARY ALICE NOYES traveled to Birmingham to address the annual meeting of the Association of Vital Records and Health Statistics . . . From April 11-22 ARTHUR MILLS traveled to India and Bangladesh as part of a carrier consultant program sponsored by the Immigration and Naturalization Service, to provide training to airline and host-government officials on immigration fines, regulations and policies, passenger profiling, and detecting fraudulent documents . . . KEVIN OVERSTROM traveled to Japan, Korea and Taiwan, April 1-23, as part of the same program.

Executive Director's Office: DONNA HAMILTON, deputy executive director, visited London, April 25-28, to review consular management issues and London's re-inventing government consular minilab projects . . . DAVID TYLER, management analyst, traveled to Islamabad, Pakistan, as part of a Foreign Buildings Office team, to develop plans for constructing a new consular section . . . He then went to Karachi, Pakistan, for consultations on consular management issues . . . TOM SNEAD, Systems Division, traveled to Jakarta, Indonesia, and Chengdu, China, to provide installation and training for the machine-readable visa at those posts. □

DEMOCRACY, HUMAN RIGHTS AND LABOR

With the President's signing of the rewritten Foreign Relations Authorization Act, the Bureau of Human Rights and Humanitarian Affairs has been reorganized and named the Bureau of Democracy, Human Rights and Labor (DRL). As the name suggests, the bureau's functional responsibilities have been expanded to include democracy-promotion and international labor issues.

On March 31 Assistant Secretary JOHN SHATTUCK delivered a luncheon keynote address to a conference sponsored by the American Foreign Service Association on sanctions and export controls as instruments of foreign policy . . . On April 11-12 he was in New York, where he met with the human rights group of the New York Academy of Sciences and delivered the annual Walter Lecture at New York Law School. He also taught several classes at the law school and at the Graduate Center of the City University of New York . . . From there, he went to Harvard, where he participated in a seminar at the Institute of Politics of the John F. Kennedy School of Government . . . On April 21 he spoke at a public hearing on China, human rights and trade, sponsored by American University . . . On Capitol Hill, Mr. Shattuck delivered testimony to the Senate and House foreign operations subcommittees, April 19 and 21.

On April 8 NANCY ELY-RAPHEL, principal deputy assistant secretary, addressed the Texas Bar Association on the emergence of women's issues as an international human rights concern . . . On April 14 she gave the keynote address on human rights at the model United Nations of the Far West, in Glendale, Calif. . . . She then traveled to Brussels to participate in human rights consultations with the troika, April 18-20 . . . ANTHONY G. FREEMAN, deputy assistant secretary for international labor affairs, traveled to Philadelphia, April 21, to attend meetings commemorating the 75th anniversary of the International Labor Organization . . . On April 14 deputy assistant secretary CATHARIN DALPINO hosted a roundtable discussion on the human rights situation of the Roma (Gypsy) people of Europe, organized by the bureau's bilateral affairs officer for Europe, CAROL SMETANA. Participants included Department officials and members of the Roma Advisory Council, who were visiting the United States under auspices of the Project on Ethnic Relations . . . Special programs assistant THOMAS PLOFCHAN presented a human rights training course to students at the U.S. Special Forces School, Fort Hurlburt, Fla., April 22.

JANE BURT-LYNN, Office of Multilateral Affairs, participated in a seminar on conflict resolution, sponsored by the U.S. Institute of Peace, March 12-19 . . . She was a member of an interagency team that traveled to Europe, April 5-14 to interview victims of war crimes committed in the former Yugoslavia. The information gathered by the team will be submitted to the UN War Crimes Tribunal for the former Yugoslavia.

People: The bureau said farewell to PATRICK HOTZE, now training in preparation for his new assignment in Bahrain . . . It welcomed SUSAN O'SULLIVAN, detailed to the bureau from U.S.I.A., to work on the interagency working group's democracy and human rights programs. □

ECONOMIC AND BUSINESS AFFAIRS

The under secretary for economic and agricultural affairs, JOAN SPERO, with Office of Development Finance director LOUIS WARREN and economic officer BRIAN GOLDBECK attended the April 26 World Bank development committee meeting in Washington. HOWARD LANGE, director, Office of Intellectual Property and Competition, joined the U.S. delegation to an extraordinary meeting of the Berne Union, in Geneva, April 27-29, to consider a U.S. request for postponement of meetings on possible new international copyright agreements . . . CALDWELL HARROP, same office, accompanied a high-level delegation led by the U.S. trade representative and including the commissioner of patents and trademarks to London, Paris and Bonn, May 4-12, to discuss audio-visual market access and intellectual property concerns between the United States and the European Union.

JOHN FOGARTY, Developing Countries and Trade Organization Division, went to Montreal, Canada, April 7, to participate in talks with Mexico and Canada aimed at setting up the North America free trade agreement trade secretariat.

Recent arrivals include MARIA IONATA, Office of the Assistant Secretary. □

FINANCE AND MANAGEMENT POLICY

On March 22-23 BRUCE MORRISON, director, Office of International Financial



FINANCE AND MANAGEMENT POLICY—At ceremony honoring Combined Federal Campaign keyworkers, front row, from left: *Rixene Hicks, Mira Ramadan, Har-*

riet Lancaster, Mary Mills, Thomas Baker. Top row: *Larry Beard, Lisa Greene, Michelle Rucker, Joel Hoffman.*

Services, accompanied by HOWARD RENMAN, Office of Financial Management Services, as well as personnel from the Office of Diplomatic Services and the Office of Operations, traveled to Jacksonville, Fla., to meet with architects to finalize the 35% drawings for the Charleston Financial Service Center. FRED COOK, Regional Administrative Management Center, director, traveled from Mexico City to join the group.

On March 28 the Regional Administrative Management Center, Bangkok, director, RICHARD PLAMONDON, met with the ambassador and deputy chief of mission in Phnom Penh to discuss the possibility of transferring services for Phnom Penh from Embassy Bangkok to the center in Bangkok . . . Staffers at the Regional Administrative Management Center, Paris, are to say farewell to Foreign Service national CLAUDE DOWLING, special assistant to the director, when he retires, June 30, after 43 years of service with State.

On April 12-13 U.S. disbursing officer MARIA JONES, Regional Administrative Management Center, Mexico, traveled to Washington for consultations with the Bureau of Finance and Management Policy and of Inter-American Affairs and the Department of Treasury. She was accompanied by newly-assigned U.S. disbursing officer BILL CHIPLIS . . . On April 14 Mexico's accounting supervisor, IRMA FERRE, and accounting technician FRANCISCO ESCOFET returned from Quito, where they assisted in clearing payment accounts, in addition to providing training.

On April 21-22 staffers of the Office of International Financial Services and the Office of Operations briefed personnel at the Bureau of Inter-American Affairs' executive office, on the Charleston Financial Service Center project, and accompanied executive director JIM WEINER and the Miami regional center director, DAVE ROBERTS, on a Charleston site visit. □

FOREIGN MISSIONS OFFICE

Director ERIC BOSWELL and E. RICHARD ATKINSON traveled to Cuba to meet with foreign ministry officials and the Office of Foreign Missions counterpart, April 12-15 . . . JACKIE ROBINSON, Diplomatic Motor Vehicle program deputy director, completed a two-week seminar for new managers at the Office of Personnel Management Development Center, Lancaster, Pa., April 4-15 . . . LISA O'HANLON and MURRAY SMITH, New York Regional Office, traveled to Washington for consultations in March . . . A regional staff headquarters visit was held in Washington, April 18-22, attended by the following regional staff members: JONATHAN BABA and HOLLY PETERSON, New York; ROBERT DENEHY, Chicago; MARY BARRETO, San Francisco; and ELLEN FROST, Los Angeles.

Personnel actions in the office included the April retirement of contracting officer ROBERT GRAHAM and the March and April departures of HARRY GREEN and T. C. MANTRI, both of the information management staff . . . The office welcomed CARLA PONCIN to Information Management as a trainer.

"Quality Employee of the Month" awards went to HUDSON (RUSTY) BYRD, LESLIE HARNISH, and RANDY ANHAISER for January, February and March, respectively. Mr. Byrd was credited with "the smooth operation of the customs unit during a staffing gap and responding quickly to time sensitive matters." Ms. Harnish was recognized for producing presentation materials for a seminar, her participation in the redesign of diplomatic motor vehicle registration

and titling forms for the CD-ROM system, and for her lead role concerning diplomatic motor vehicle publications. Mr. Anhaier was commended for "contributing to the success of a seminar for embassy administrative officers," held with the Office of Protocol. □

FOREIGN SERVICE INSTITUTE

School of Area Studies: Senior business, foundation and Government leaders and Foreign Service Institute students participated in an innovative role-playing exercise on economic competitiveness in Asia, April 14. This was the first full-scale exercise on competitiveness for the Special Programs Office of the school and reflects the increasing importance it places on commercial matters in nearly all sectors of training. The exercise was sponsored and organized in close cooperation with the National Planning Association, which provided critical expertise and identified key non-Government participants, including senior executives from the National Association of Manufacturers, the Bank of Japan, A.T. Kearney and the U.S.-Republic of China Economic Council. It was replayed on April 25 with members of the Senior Seminar and selected business representatives, with results comparable to the original exercise.

ANNE E. IMAMURA traveled to Massachusetts to lecture to the World Affairs Council of Western Massachusetts and to faculty and students at Wellesley College, April 19-20. Her tour was sponsored by the Japan Society of New York. Her topic: "Women, Family and Social Change in Japan." . . . PETER BECHTOLD, chairman for Near East/North Africa, lectured, April 20, at the Air University at Maxwell Air Force Base to the joint strategy warfare seminar for major generals and rear admirals. His topic was "The Middle East." . . . He attended the third international conference of the Sudan Studies Association, in Boston, April 21-23 . . . GARY BRANA-SHUTE attended the small-island states and sustainable development conference in Barbados, April 25-May 1.

School of Language Studies: MADELINE EHRMAN, director, Division of Research, Evaluation and Development, presented a paper, "Tolerance of Ambiguity: A New Approach," at the annual meeting of Teachers of English to Speakers of Other Languages.

Overseas Briefing Center: In collaboration with the Family Liaison Office, the Peace Corps, U.S.I.A. and the School of



NATIONAL FOREIGN AFFAIRS TRAINING CENTER—Graduates of the small purchases and requisitions course, seated: Nancy Velasquez (Quito), Brenda Leuro (Bogota), Laura Popescu (Bucharest), Rosana De Torres (Guatemala), Raphaela Houessou (Cotonou), Anjei Barancevich (Baku). Standing: Adriana Antolinez

Language Studies, the center piloted a new course, "Introductions to Methods, Resources and Local Opportunities for Teaching English as a Foreign Language," which is designed to be given at overseas posts, to enable Foreign Service spouses and employees to teach English to host-country nationals. When put into final form, the course will be distributed through the Family Liaison Office to posts overseas . . . The Information Center conducted an orientation for the spouses of Marine security guard detachment commanders, in April.

The Security Overseas Seminar Division of the center will offer the first of this year's eight student sessions on June 21. This program is designed to meet the needs of dependents aged 6 to 18. The one-day session, held on the second day of the adult program, focuses on the concerns of students who are going overseas, and offers practical tips and resources for dealing with security issues at post. The student sessions will be offered at the Foreign Service Institute every Tuesday (excluding July 5) through August 16. Registration may be made through the parent's personnel technician or by calling the center at (703) 302-7269. □

INSPECTOR GENERAL'S OFFICE

HAROLD W. GEISEL, formerly executive assistant to the under secretary for management, begins his appointment this month as the new deputy inspector general. Next

(Bogota), William Weech (instructor), Kuntima Nemaftuta (Libreville), Teresa Salazar (Lima), Andris Lapins (Riga), Maria Cristina Ramirez (Former Yugoslav Republic of Macedonia), Justus Muthoka (Nairobi), Moncef Abid (Tunis), Paul Diarra (Bamako), Mitja Medic (Ljubljana).

month, he will travel with a number of inspection teams in the field . . . Acting inspector general ROSCOE SUDDARTH will be leaving, July 1, for a two-year assignment with the Naval War College, Newport, R.I.

Special agent THOMAS M. STROOT, Office of Investigations, attended the firearms-instructor training program and the semiautomatic pistol program at the Federal Law Enforcement Training Center, Brunswick, Ga. These programs are designed to teach operation of a pistol range and instruct students to become instructors in revolvers and semiautomatic pistols.

KENNIS R. COMER, Property Management and Procurement Division, Office of Audits, spoke in April at the Foreign Service Institute's general services officers' acquisition course, on problems in acquisitions overseas . . . Auditors LINDA SIATIS and MICHELLE BERNARD passed the certified public accountant examination . . . Auditor JUDY SUTRICH accompanied staff members of the Bureau of Finance and Management Policy and of Consular Affairs to Hong Kong, Seoul and Bangkok, in April, as part of the Office of Inspector General's advisory assistance to the Department on developing the process for collection of machine-readable visa fees.

DENNIS O'HARE, director, Security Inspections Division, Office of Security Oversight, led a compliance followup review at Embassy Beijing, China; on the team were JERRY WILSON, BILL BELCHER and MAURICE CODERRE . . . PHIL JORNLIN led the team of JIM MARTINO, JIMMY CLARKE, RICHARD LONG and ART KERNS on inspections of Embassy Lagos, Nigeria, and Embassy Accra, Ghana . . . STANLEY BIELINSKI led team members DONALD KENNEDY, MIKE LYNCH, PE-

TER STELLA and ART RIGGS on inspections of Embassy Kuwait, Kuwait, and Embassy Damascus, Syria . . . Audit manager KEITH SCHWEGEL and auditors TOM BOOTS and CHRIS DESHONG visited Federal Express in Memphis, as part of the ongoing audit of the Diplomatic Courier Service . . . Auditor RUTH McILWAIN completed the two-week Office of Personnel Management seminar for new managers, in Lancaster, Pa . . . Members of the Security Audits Division attended a four-day seminar at the Diplomatic Security Training Center, Dunn Loring, Va., on "Developing the Audit Report While Managing the Audit." . . . Audit manager JIM NAGLE and auditors GARY HERBST and MICEHILLE STEFANICK shared in a group Meritorious Honor Award for their audit of overseas technical security . . . The Security Audit Division issued a study on the technical evaluation of the security of the mainframe computer system at the regional administrative management center in Paris, France. □

INTELLIGENCE AND RESEARCH

Office of East Asia Analysis: TOM FINGAR, director, and ROBERT CARLIN, Northeast Asia Division chief, participated in a Carnegie Endowment study group on Japan, global nonproliferation, and arms control, March 1 . . . Mr. Carlin participated in policy-planning talks in Seoul, April 24-25 . . . Korea analyst JOHN MERRILL spoke on Korean political leadership in the Sanwa Distinguished Lecture series at Fletcher



INTELLIGENCE AND RESEARCH—Terence Byrne (left), deputy director, Office of Economic Analysis, receives John Jacob Rogers Award on his retirement, from office director Joseph A. B. Winder.

School of Law and Diplomacy, March 8 . . . He received a Distinguished Visiting Lecturer Award from the National Foreign Affairs Training Center, March 21 . . . North Korea analyst AMY HYATT represented the bureau in an interagency conference on North Korea in Hawaii, sponsored by the Pacific Command and the National Intelligence Office for Warning, April 6-8 . . . China Division chief JOHN TKACIK consulted with Asian experts in the United Kingdom, and briefed U.S. allies on developments in East and South Asia, at the semiannual Nato Asia experts meeting in Brussels, April 20-22 . . . China analyst MICHAEL REGAN attended the annual South China missions reporting conference in Hong Kong, during his mid-April consultation trip to Hong Kong, Taiwan and Guangzhou . . . Southeast Asia Division chief PAULA CAUSEY attended the Asia Society conference on Indonesia, in New York, April 13-15.

Office of the Geographer and Global Issues: WILLIAM B. WOOD, director, and LEE SCHWARTZ, chief, UN and Humanitarian Concerns Division, participated in the annual meetings of the Association of American Geographers, in San Francisco, March 30-April 2 . . . ANGELA BOTTOM, Cartography and Boundary Analysis Division, attended the International Boundaries Research Unit conference, "The Peaceful Management of Transboundary Resources," April 13-17, at the University of Durham, England.

Office of Politico-Military Analysis and Warning: CHARLES JEFFERSON, director, traveled to Cocoa Beach, Fla., to participate as a role player in the graduation exercise for the Defense Intelligence Agency attaché course students March 28-30 . . . GARY CROCKER, division chief, described the bureau's function to researchers from the Army Foreign Science and Technology Center, in Charlottesville, and their associates at the University of Virginia, April 6 . . . He lectured on foreign policy to 150 high school students from Kentucky, April 4 . . . FRANK JANNUZI, analyst, traveled to Hawaii to attend a Korean warning conference, April 4-8 . . . MARK STOUT, analyst, traveled to Brussels to attend a meeting at Nato headquarters, April 11-22 . . . PAUL PICKERING, analyst, traveled to the former Yugoslavia on a State Department delegation, April 6-15. □

INTER-AMERICAN AFFAIRS

Office of the Assistant Secretary: On April 11 Assistant Secretary ALEXANDER WATSON traveled to Atlanta, where he addressed Coca Cola's Latin American advisory

board . . . On April 3 deputy assistant secretary EDWARD CASEY traveled to Rio de Janeiro, Brazil, to join UN Ambassador MADELINE ALBRIGHT on her visit to Brasilia for government consultations . . . From there, they traveled to Buenos Aires for similar talks . . . On April 10-13 Mr. Casey traveled to Guadalajara, Mexico, for the annual Inter-American Development Bank meetings . . . On April 19 he addressed the Young Presidents Organization . . . On April 25 he spoke at a meeting in Cartagena, Colombia.

Office of the Executive Director: Executive director JIM WEINER visited Charleston, S.C., with Miami Regional Center director DAVE ROBERTS and Bureau of Finance and Management Policy representatives. The administrative center in Mexico will be moved to Charleston in 1995 . . . Post management officer TERESA F. STEWART traveled to Caracas, Venezuela, for consultations, April 12-15 . . . Post management officer, ROLAND G. ESTRADA traveled to Mexico, April 24, to discuss administrative plans to integrate North American free trade agreement responsibilities into post management and to review the continued impact of resource reductions. □



KINGSTON, Jamaica—At retirement ceremony, left to right: Gloria Smikle, 40 years; chargé Lacy Wright Jr.; Carol Nangle, 25 years.



INTER AMERICAN AFFAIRS—Deputy assistant secretary Anne W. Patterson with the Honduran national commissioner for human rights, Leo Valladares.

INTERNATIONAL NARCOTICS MATTERS

Front Office: Assistant Secretary ROBERT S. GELBARD reviewed the cadet corps and spoke at the U.S. Coast Guard Academy, New London, Conn., April 8 . . . On April 10-11 he traveled to Prague for



INTERNATIONAL NARCOTICS MATTERS—Principal deputy assistant secretary Cresencio Arcos (third from left) presents awards to, left to right: Thomas Biddick, Brenda Stokes, Denise Malczewski, Robert Perry, Dianne Graham, Beverly Eighmy, Albert Matano.

consultations on narcotics and international crime issues . . . He then led the U.S. delegation to the annual meeting of the UN Commission on Narcotic Drugs, in Vienna, April 12-16 . . . On April 20 he testified before the Senate Foreign Relations Committee's subcommittee on terrorism, narcotics and international operations . . . On April 26 he spoke to a conference of U.S. embassy legal attachés, at the Federal Bureau of Investigation training academy, Quantico, VA . . . Principal deputy assistant secretary CRESENCIO ARCOS traveled to Bogota for consultations with U.S. and Colombian officials on counternarcotics issues, April 25-28 . . . He visited field operations conducted by Colombian antinarcotics police . . . On April 14 he testified before the subcommittee on foreign operations, House Appropriations Committee . . . Deputy assistant secretary R. GRANT SMITH led the delegation to the UN Crime Commission meeting in Vienna, April 25-May 6.

Office of Transnational Issues: Global Support Division chief DAVID ROGUS led the U.S. delegation to the UN Commission on Narcotic Drugs meetings in Austria, April 18-22. . . . Program analyst KATHLEEN WILKINSON traveled to Austria, April 10-24, to participate in meetings of the commission and the major donors group . . . Program analyst RAYBURN HESSE was in the United Kingdom, April 19-22, for a meeting of the financial action task force . . . HELEN KAUFMAN traveled to Pennsylvania to attend a seminar at the Annenberg Public Policy Center, April 17-19 . . . Air Wing chief JOHN McLAUGHLIN traveled, April

13-15, to Colombia to assist in eradication planning . . . Air Wing deputy chief JOHN BINKLEY traveled to Fort Campbell, Ky., to interview possible U.S. Army detailees . . . Air Wing operations chief GARY MESSANO conducted his quarterly site visit to Bolivia, April 11-15 . . . Aviation liaison chief ROGERS WOOLFOLK had consultations at the Department of Defense Transportation Command, at Scott Air Force Base, Ill., in conjunction with his attendance at the Army Aviation Association of America convention in Missouri. □

INTERNATIONAL ORGANIZATION AFFAIRS

Office of the Assistant Secretary: On March 8 Assistant Secretary DOUGLAS J. BENNET addressed the group, "Leadership America," in the Loy Henderson Conference Room . . . On March 30 he and deputy assistant secretary MELINDA KIMBLE took part in the University of Dayton's International Studies Association program, at George Washington University. The theme was U.S. participation in multilateral institutions . . . Mr. Bennet participated in a panel on UN reform, at the annual session of the American Society of International Law, April 6 . . . He and Ms. Kimble traveled to Geneva for meetings of the Geneva Group Consultative Committee, April 18-22 . . . Principal deputy assistant secretary GEORGE WARD traveled to Ottawa, April 29-May 2, to participate in the Canadian government's brainstorming session on peace-keeping. He conducted consultations with the Canadian government on UN issues.

Office of Policy, Public and Congressional Affairs: Director DOUGLAS KINNEY spoke at the Smithsonian seminar on preventive diplomacy, reconstructing civil societies after civil or ethnic war and peace-keeping . . . He served as senior adviser to the international organizations seminar of the Naval Academy foreign affairs conference, at Annapolis, and participated in George Mason University's roundtable on UN peace-keeping exit criteria.

Office of Economic and Social Affairs: SANDRA A. DEMBSKI participated in the 25th biennial session of the Economic Commission for Latin America and the Caribbean, in Cartagena, Colombia, April 20-27 . . . JOHN MCGUINNESS attended the UN global conference on sustainable development of small-island developing states, in Barbados, April 25-May 6 . . . ELIZABETH W. SHELTON participated in the UN trade and development working group on investment and

financial flows, in Geneva, March 28-April 1, as well as the final meeting of the working group on trade efficiency of the UN Conference on Trade and Development, in Geneva, May 2-11. JEFFREY DeLAURENTIS attended the 49th annual session of the UN Economic Commission for Europe, in Geneva, April 18-25 . . . MARGARET POLLACK participated as a member of the U.S. delegation to the third preparatory meeting for the international conference on population and development, in New York, April 4-22 . . . BEVERLY ZWEIBEN served as alternate delegate to the UN Commission on Crime Prevention and Criminal Justice, in Vienna, April 26-May 6 . . . ARVONNE S. FRASER, U.S. representative to the UN Commission on the Status of Women, served as keynote speaker for a briefing of nongovernmental organizations with an interest in the fourth World Conference on Women, April 13 . . . She spoke on that subject at a joint State-U.S. Department of Labor regional meeting in Tacoma, April 22 . . . She spoke on the topic at a UN Development Fund for Women conference, in Santa Monica, April 30.

Office of Peacekeeping and Humanitarian Operations: Deputy director ROBERT LOFTIS briefed 25 Nato journalists on U.S. peacekeeping policy, April 25.

Office of Technical and Specialized Agencies: ANN S. BLACKWOOD served on the U.S. delegation to the annual meeting of the Commission on Narcotic Drugs, in Vienna, April 13-22 . . . NEIL A. BOYER served on the U.S. delegation to the meeting of the International Agency for Research on Cancer's governing council, in Lyon, April 27-29 . . . He served on the U.S. delegation to the meetings of the World Health Organization's health assembly, in Geneva, May 2-12, and the executive board, May 13-14 . . . ROBERT D. BURKETTE served on the U.S. delegation to the annual meeting of the International Telecommunication Union, in Geneva, May 2-18 . . . RAYMOND E. WANNER served on the U.S. observer delegation to the meeting of the UN Educational, Scientific and Cultural Organization's executive board, in Paris, April 25-May 5 . . . HENRY F. WEBB served on the U.S. delegation to the meeting of the UN Industrial Development Board, in Vienna, May 9-13. □

NEAR EASTERN AFFAIRS

Office of the Assistant Secretary: On April 7 Assistant Secretary ROBERT H. PELLETREAU spoke on "The Multilateral Dimension of the Peace Process," at a conference on "The Arabs and the New Middle East" sponsored by the Center for Contemporary Arab Studies, at Georgetown Univer-

sity . . . Mr. Pelletreau traveled to Boston, April 11-12. On April 11 he gave a speech on the peace process and political Islam, as part of Harvard Law School's Islamic Legal Studies Program. On April 12 he delivered the keynote speech, on issues in the Middle East, to a town meeting cosponsored by State and the Boston World Affairs Council . . . On April 16 he gave a keynote speech to the annual convention of the American-Arab Anti-Discrimination Committee . . . He spoke to World Vision's Washington Forum luncheon, in the Department, April 22 . . . He and deputy assistant secretary DANIEL C. KURTZER accompanied SECRETARY CHRISTOPHER on his trip to the Middle East, beginning April 25. The Secretary and his party made stops in London, Riyadh, Cairo, Damascus, Jerusalem and Tel Aviv, and were in Cairo May 4 to witness the signing of the Gaza/Jericho implementation agreement by the Israelis and the Palestinians . . . Mr. Kurtzer traveled to Syracuse, N.Y., April 18, to discuss the peace process at a seminar on "Conflict and Diplomacy in the Middle East," at Hamilton College.

Office of the Public Affairs Adviser: Public affairs adviser RICHARD LeBARON traveled to Orlando, Fla., April 6-7. He discussed the Middle East with students and faculty at the University of Central Florida and Rollins College, met with the editorial board of the Orlando Sentinel and addressed community groups . . . On April 18 he traveled to Philadelphia to discuss the peace process with members of Neighbors of Rittenhouse Square, at an event sponsored by Congressman LUCIEN BLACKWELL . . . On April 28 he met with representatives from the Jewish Federation of Los Angeles, to discuss the peace process and U.S. relations with Israel . . . Deputy public affairs adviser MARK HERZBERG discussed U.S. relations with Israel and the peace process with a Hadassah group from Easton, Pa., in Washington, April 28.

Office of Arabian Peninsula Affairs: Deputy director GERALD FEIERSTEIN discussed the Middle East with students in the command and control systems course at the communication officers school in Quantico, Va., April 11 . . . Saudi Arabia desk officer LES HICKMAN traveled to Saudi Arabia, March 26-April 2, to meet with ministry of foreign affairs and ministry of defense and aviation officials. He received briefings by the U.S. Army on the Office of Personnel Management, the Saudi Arabian National Guard program and observed operations of Joint Task Force South West Asia, which is responsible for enforcing the no-fly zone in southern Iraq . . . He made stops in Riyadh, Jeddah and Dhahran, and met with junior officers for informal discussions on bureau and personnel issues . . . Kuwait desk officer ETHAN GOLDRICH gave a briefing on U.S. relations with Kuwait to the National



BEIRUT, Lebanon—At safe-driving award ceremony, left to right, first row: *Rodolph George, Chawki Skaff, Saad-Kenaan Attallah, Jamil Muakkassa, Abed El-Rahman Krongol, Fayad Zeiour, Jaoudat Marrouche*. Second row: *Joseph Safar, George Maalouf,*

Ambassador Mark Hambley, Fadi Courban, Faisal Rawda, Ghassan Hammoud, Sharif El-Hajj, Frederic Piry. Third row: *Nicholas Dagher, Thomas Ryan, Raymond Dagher, Farid Jabra, Daniel Yammine, George Kenaan*.

Council on U.S. Arab Relations, April 2.

Office of Israel and Arab-Israeli Affairs: Director THOMAS J. MILLER led a U.S. delegation to the meeting of the Middle East multilateral working group on the environment, in The Hague, April 3-7 . . . On April 28 he gave an address on the peace process to the American Bar Association's National Press Club dinner . . . Deputy director RICHARD ROTH spoke to a Washington Mission group, composed of Wall Street executives, on the economic aspects of the peace process, April 29 . . . Political officer MARC SIEVERS addressed a United Jewish Appeal Washington Mission group from Philadelphia, on the peace process and U.S.-Israel relations, April 13 . . . On April 21 he spoke to a United Jewish Appeal Washington Mission Group from Rockland County, N.Y. . . . Political-military officer JOHN FENNERTY spoke to a United Jewish Appeal group from Denver, on the peace process, April 11 . . . On April 19 Mr. Fennerty met with a Hadassah group from New Jersey to discuss the peace process.

Office of Lebanon, Syria, Jordan and Palestinian Affairs: Palestinian affairs officer TRACI DOUGHERTY traveled to Bristol, England, April 3-5, for a refugee working group intersessional meeting, convened by the European Union.

Office of Maghreb Affairs: Algeria desk officer STEVE KASHKETT traveled to Algiers, Paris and Bonn, April 17-25, to consult with host governments and private specialists on the crisis in Algeria . . . On April 29 he gave a briefing on Algeria to senior officers of the U.S. Marine Amphibious Ready Group, prior to its deployment to the Mediterranean.

Office of Northern Gulf Affairs: Director RONALD E. NEUMANN traveled to Maxwell Air Force Base, Montgomery, Ala., April 12, to give a speech on security in the

Persian Gulf, at the Air War College. He met with two seminar classes and had discussions with faculty members.

Office of Regional Affairs: Director JOHN E. HERBST and the special assistant for Science and Technology, CHARLES A. LAWSON, visited Israel and Jordan, April 11-14, for consultations with Israeli, Palestinian and Jordanian water working group delegation members . . . From Jordan, they traveled to Muscat, Oman, for the sixth session of the Middle East multilateral working group on water resources, April 17-19. Mr. Herbst, as head of the U.S. delegation, is the gavelholder for the working group . . . On April 6 Mr. Lawson gave a briefing on water and the peace process for students in American University's Washington Semester foreign policy program . . . Peace process special assistant FREDERICK W. AXELGARD led the U.S. delegation to the meeting of the arms control and regional security working group in Antalya, Turkey, March 20-24. The group is involved in the peace process. Some 70 delegations from nine regional countries, Turkey, Canada and the Netherlands met in Antalya under U.S. and Russian sponsorship. □

OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS

BRIAN S. HALLMAN, deputy director, Office of Marine Conservation, led the U.S.

delegation to the annual meeting of the parties to the South Pacific regional fisheries treaty, in Nadi, Fiji, March 7-9 . . . WILLIAM E. DILDAY, senior Pacific affairs officer, Office of Marine Conservation, led the U.S. delegation to the fifth meeting of the Asia-Pacific Economic Cooperation fisheries working group, April 6-8, in Sidney, British Columbia, Canada . . . THOMAS A. ARMBRUSTER, Division of Polar Affairs, led a delegation of U.S. Government scientists to the annual meeting with the Danish Commission for Scientific Research in Greenland, in Copenhagen, April 13-14 . . . R. TUCKER SCULLY, director, Office of Oceans Affairs, led the 10-person U.S. delegation to the 18th Antarctic treaty consultative meeting, in Kyoto, April 11-22 . . . Department counselor TIMOTHY E. WIRTH and Assistant Secretary ELINOR G. CONSTABLE led the U.S. delegation to the UN global conference on sustainable development of small-island developing states, in Bridgetown, Barbados, April 25-May 6. Attended by representatives of more than 120 governments, the conference adopted a 15-chapter program of action delineating responsibilities at the national, regional and international levels. The Barbados Declaration, which was to be announced May 6, emphasizes commitments to meet the challenges facing island states on the path to sustainable development.

LYSBETH RICKERMAN, economist, Office of Global Change, participated in a workshop on assessing greenhouse gas emission scenarios, at the intergovernmental panel on climate change's working group session on economics, April 7-8, in Fortaleza, Brazil . . . KAREN GALLEGOS, international relations officer in the office, was on an interagency team of experts visiting Argon-



NEW DELHI, India—*Clark Price*, left, scientific and technological affairs officer, receives runner-up award for "excellence in environment, science and technology reporting" from Deputy Secretary *Strobe Talbott*.

tina, Uruguay and Ecuador, April 16-29, to negotiate cooperative agreements for financial and technical assistance under the U.S. country-studies-to-address-climate-change program.

JOHN BORIGHT, deputy assistant secretary for science, technology and health, headed the U.S. delegation to the 62nd session of the Committee for Scientific and Technological Policy, in Paris, March 21-23 . . . ANTHONY (BUD) ROCK, deputy director, Technological Competitiveness and Health Division, Office of Science, Technology and Health, attended the session as an observer . . . On April 10-12 Mr. Boright took part in the Organization for Economic Cooperation and Development review of Mexican science and technology policy, in Mexico City. □

PERSONNEL

Family Liaison Office

Support services officer LINDA OLESEN coordinated the efforts of the Family Liaison Office to support the evacuees from Rwanda and Burundi. Working with the Bureau of African Affairs, she organized an updating briefing for evacuees on the situation in Rwanda and Burundi and on the services the Department provides to evacuees. Director KENDALL MONTGOMERY moderated the briefing, which featured the director general of the Foreign Service, GENTA HAWKINS HOLMES, the assistant secretary for African affairs, GEORGE MOOSE, Ambassador DAVID RAWSON from Rwanda, the former ambassador to Rwanda, ROBERT FLATEN, deputy assistant secretary PRUDENCE BUSHNELL, ARLENE RENDER, who headed the task force, and speakers

from offices dealing with health, allowances, insurance, transportation and personnel. ANN LaPORTA, Association of American Foreign Service Women, talked about the services provided her organization's evacuee support network . . . Other briefings for the evacuees included one on short-term employment, educational and volunteer opportunities in the Washington area. Employment program coordinator DAVID BALL and employment program assistant ERIN ROONEY provided individual employment counseling after the briefing. In another briefing, evacuees met with Ms. Olesen and Employee Consultation Service social workers ANNE WEISS and JILL CHOBANIAN.

As part of Foreign Service Youth Month, youth coordinator KAREN LUNDAHL organized a series of luncheon programs. Dr. ELMORE RIGAMER, director, Office of Medical Services, and ROB BECK, formerly director of counseling at the American embassy school in New Delhi, currently a counselor with Farifax County Schools, spoke about their experiences working with teenagers abroad . . . In another program, Ms. Rooney moderated a panel discussion featuring young adults who grew up in the Foreign Service. TOM CECIL, CHRISTINA HOKENSON, KATHY RUMRILL, JOHN SNYDER and DAVID YOUNG spoke about what worked and what didn't for them as they moved around the world when they were teenagers.

Admissions personnel from 18 member schools of the Federation of American Independent Schools met with education counselor KAY BRANAMAN EAKIN, who discussed the needs of Foreign Service students. She arranged for consular officer PAT FORAN to speak to the group on visa issues for non-American citizens . . . Ms. Eakin organized a mailing of 25 sets of educational materials on topics including college financial aid and local area schools to community liaison offices at posts abroad . . . Over 30

family members and employees took advantage of a special Saturday presentation of the workshop, "Post Options for Employment and Training," facilitated by Mr. Ball and TERRI WILLIAMS of the Overseas Briefing Center.

Mr. Ball visited the Research Department of the U.S. Holocaust Memorial Museum to discuss ways to use Foreign Service family members to aid the museum's efforts in collection of data, oral histories and artifacts . . . Staff members discussed the issues of Foreign Service employees and their families in several briefings . . . Ms. Montgomery addressed the ambassador's seminar . . . Ms. Olesen spoke at the security overseas seminar, the regional security officers course and, with Ms. Rooney, the Marine security guard spouses course . . . The secretary to the director, VERONICA KERN, attended the property management course at the Foreign Service Institute. □

POLITICAL-MILITARY AFFAIRS

Office of Strategic Policy and Negotiations: PHIL DOLLIFF traveled to Kiev as part of a U.S. delegation to an international conference on Western assistance to Ukraine, for dismantlement of nuclear weapons and related projects, the week of April 18. The delegation continued on to Brussels for follow-up meetings with allied states.

Office of International Security and Peacekeeping Operations: Each member of the office served as the political-military representative on the Rwanda/Burundi task force, April 7-15. STEVE STEVENS, Commander STEVE INGALSBE, Colonel TOM GRANT, Lieutenant Colonel MIKE KING and PAUL SCHULTZ served on the "Exercise Diver Mist" task force, simulating a nuclear-weapons accident in the United Kingdom, April 18-21 . . . Colonel FITZ CARTY traveled to Eritrea and Ethiopia on a land-mine assessment mission, April 28-May 12 . . . VALERIE BELON attended a land-mine symposium in New York, held by the Council on Foreign Relations, April 28-29 . . . NICOLE PEACOCK met the Secretary of State, the President and the first lady when they attended a briefing provided by the Rwanda task force during Ms. Peacock's shift, April 11 . . . Colonels JOHN PIAZZA and TOM GRANT and Commander STEVE INGALSBE and VALERIE BELON were panelists for peace-keeping and land-mine discussions, during the political advisers conference at the National War College, April 21-22 . . . PHIL SUTER traveled to Hawaii to participate in military training exercises,



MANAGUA, Nicaragua—At ceremony for "outstanding volunteers," from left to right: Susie Terrell, Heather M. Hodges, Ana Merz, Maricela Noble, Lynn Vega, Annelene

Rice, Nini Maisto, John F. Maisto, Eva Trivelli, Maribel Diaz, Sandra Delgado, Joan Ellenberger, Andrea Silverman.

April 5-15 . . . ROY WHARTON participated in a peace-keeping roundtable sponsored by the Henry L. Stimson Center, April 14 . . . ALEX MARGULIES organized the Department's soccer team for the Diplomatic World Cup League, in which the team has defeated Romania, 3-2, and Colombia, 1-0.

Office of Chemical, Biological, and Missile Nonproliferation: On April 14 SHEILA BELEW spoke to students at the University of the South, Sewanee, Tenn., on "Careers in the Foreign Service," and discussed the missile-technology control regime with a class of arms control students . . . On April 25 Major TIMOTHY WILLIAMS spoke on nonproliferation and the control regime at the Joint Military Intelligence College . . . Major JEFF RENEHAN participated in a nonproliferation seminar sponsored by the Arms Control and Disarmament Agency, April 12-13, and spoke to students in the ballistic-missile proliferation course, April 25, 28 and 29 . . . He was part of the U.S. delegation to the United Nations, in New York, that developed safety procedures and tagging requirements for Iraqi missiles.

Office of Nuclear Energy Affairs: NELSON F. SIEVERING, JR., U.S. representative to the International Atomic Energy Agency, delivered a paper on U.S. policy and actions to strengthen international safeguards, at the ninth Korea Atomic Industrial Forum conference, April 6-9, in Seoul . . . He met with ministry of foreign affairs officials in Seoul and visited Taejon, Korea, for a tour of the Kaeri nuclear facility, April 10-11 . . . RICHARD J.K. STRATFORD, director of the office, led a U.S. delegation to an "open-ended" meeting in Vienna, Austria, March 28-30, held under the auspices of the International Atomic Energy Agency. Purpose of the meeting was to prepare for the diplomatic conference this month to negotiate an international nuclear safety convention . . . He led the U.S. delegation to the plenary meeting of the nuclear suppliers group in Madrid, Spain, April 11-14. With U.S. backing, the group adopted stricter multilateral controls on nuclear and dual-use exports.

ALEX BURKHART, deputy director of Office of Safeguards and Technology, attended the hemispheric conference on peaceful uses of nuclear energy and nonproliferation in Bariloche, Argentina, April 17-20, where he presented a paper on developing a safeguards regime for the 21st century. Other participants included staff members of the Nuclear Regulatory Commission, the Department of Energy and the Arms Control and Disarmament Agency.

Office of Export Control Policy: Special negotiator CHRISTOPHER HANKIN, accompanied by deputy director JAMES LEWIS, led the U.S. delegation in a two-day working group meeting to discuss guidelines for the new regime to replace the Coordinat-

ing Committee for Multilateral Export Controls. Deputy Director GEORGE GOWEN, ROBERT GAREL, WILLIAM McPHERSON, DAMON LA BRIE and CESARE ROSATI participated . . . Director WILLIAM P. POPE spoke to the National Security Industrial Association, on defense export policy and implementation . . . He addressed the political advisers conference at the National War College, on the Office of Export Control's structure and responsibilities . . . Deputy director GEORGE GOWEN and action officer ANDREW P. CHURCH briefed the International Trade Facilitation Council on the Coordinating Committee for Multilateral Export Controls successor regime . . . ANDREW P. CHURCH and action officer CHRIS KAVANAGH organized the visit of a Ukrainian export control delegation, which also visited Commerce, Customs and the Department of Defense. Mr. Pope led the U.S. delegation. □

PUBLIC AFFAIRS

Office of Public Liaison: The Department cohosted a town meeting with the World Affairs Council of Boston, in Boston, April 12. DARLENE KIRK of Regional Programs coordinated the event. UN Ambassador MADELINE ALBRIGHT gave opening remarks. THOMAS SIMONS, coordinator of U.S. assistance to the new independent states of the former Soviet Union, and WINSTON LORD, assistant secretary for East Asia and Pacific affairs, addressed the audience of over 400. ROBERT PELLETREAU, assistant secretary for Near Eastern affairs, delivered closing luncheon remarks . . . The principals participated in interviews with the Boston Globe and Christian Science Monitor and on New England cable television.

SECRETARY CHRISTOPHER delivered opening remarks at a Department-sponsored national foreign policy conference for leaders in higher education, in the Department, April 18. The standing-room-only audience included representatives of colleges and universities, national education associations and local area students. Organization liaison officer YVONNE O'BRIEN managed the event. The all-day conference provided Department officials an opportunity to discuss the administration's foreign policy objectives with educators from around the country. Department spokesman MICHAEL McCURRY welcomed the participants. Director general GENTA HAWKINS HOLMES moderated the morning sessions, which included presentations by JIM COLLINS, senior coordinator, Office of the Ambassador-at-large to the New Independent States; Mr. Lord; and DENNIS ROSS, special Middle East coordinator. BRUCE JENTLESON, special assistant to the director of the Policy

Planning Staff, convened the afternoon sessions, which included presentations by counselor TIMOTHY WIRTH; the assistant secretary for European and Canadian affairs, STEPHEN OXMAN, and Secretary of Education RICHARD RILEY.

Mr. McCURRY participated in a mock press briefing with the students of Congressional Youth Leadership Council's Washington journalism conference, April 22. The group consisted of young adults representing high schools across the United States. They were selected for academic achievement and demonstrated interest in journalism. The group's stories appear in the conference's annual publication, the Washington Chronicle, printed by the Washington Times, and circulated worldwide. The program was in the Department's press briefing room. Program assistant ANNETTE Y. AULTON handled the session.

On April 22 the Committee of 200 Women were given briefings at the Department. The deputy assistant secretary for inter-American affairs, ARTURO VALENZUELA, and the senior adviser for East Asian and Pacific affairs, KATHLEEN HARRINGTON, delivered remarks. The briefings were followed by a reception on the eighth floor. EILEEN McCORMICK PLACE arranged the program.

Ms. Place and CATHY McDERMOTT coordinated a briefing for 22 journalists attending the Nato European journalists tour, April 25. The journalists were briefed by the under secretary for political affairs, PETER TARNOFF; MR. WIRTH; International Organization Affairs deputy assistant secretary ROBERT EINHORN; ROBERT LOFTIS, from that bureau's Office of Peacekeeping and Humanitarian Operations; European Affairs Deputy assistant secretary ALEXANDER VERSHBOW; the senior adviser for the new independent states, BILL TAYLOR; and acting spokesman CHRISTINE SHELLEY.

Office of Intergovernmental Affairs: DUSTY KREISBERG arranged for ROBERT CEKUTA, Office of Bilateral Trade Affairs, to brief the Council of State Governments' international committee, in Chicago, about U.S.-Canadian trade practices . . . She initiated meetings between PAUL CLEVELAND, coordinator for business affairs, and economic development officials from Norfolk, Va., and Minnesota who were attending the National Association for State Economic Development Agencies directors' conference . . . Ms. Kreisberg organized a speaking program for LIONEL JOHNSON, Office of Resources, Plans and Policy, in New Orleans, April 29-30 . . . JANICE SETTLE attended the April 4 electronic media conference held at the Department of Commerce.

Office of the Historian: GLENN W. LAFANTASIE, deputy historian, and DAVID H. HERSCHLER, chief, Declassifica-

tion Coordination Division, attended the annual meeting of the Organization of American Historians, in Atlanta, April 15. They participated in a panel on "Implementing the Foreign Relations Statute of October 1991: The Foreign Relations Series—Questions of Access and Declassification." . . . The Historical Advisory Committee held a special meeting at the Department, April 17, to discuss reform of the Government national security information system, with officials of the Department and the National Security Council . . . WILLIAM Z. SLANY, the historian, gave a talk, April 23, about the historical advisory committee, to the annual meeting of the Society for Historians for the Federal Government. □

REFUGEE PROGRAMS

Bureau staff met with nongovernmental-organization leaders to discuss strategies for assistance to Bosnia; convened an interagency refugee coordination group to discuss refugee admissions issues; and met with the head of the UN high commissioner for refugees' Protection Division, LEONARDO FRANCO, and ERNEST CHIPMAN, the chief fundraiser, to review projected funding needs for the commissioner's programs worldwide.

PHYLLIS A. OAKLEY, acting bureau director, appeared before the House Foreign Affairs Committee's subcommittee on Asia and the Pacific, to discuss Indochinese refugees issues . . . She attended a meeting with the International Rescue Committee and the Migration Conference in New York . . . She hosted a luncheon for PETER HANSEN, UN under secretary general, Department of Humanitarian Assistance, and NICHOLAS BWAKIRA, director of the refugee regional bureau for Africa . . . She attended the meeting of the preparatory committee for the International Conference on Population and Development, in New York . . . She gave a speech to the annual meeting of the Immigrant Coordination Committee . . . She led the U.S. delegation to meetings with representatives from Canada and Mexico, to discuss issues in the refugee, asylum, and migration areas.

M. FAITH MITCHELL, senior coordinator for population, represented the bureau as an alternate head of the delegation to the Preparatory Committee III meetings in New York . . . Visiting the bureau were DONALD K. PETERSON, ambassador to Sudan; CHARLES H. TWINING, ambassador-designate to Cambodia; and TIMOTHY CHORBA, ambassador-designate to Singapore . . . JAMES F. LAWRENCE, executive director, participated in Preparatory Commit-

tee III meetings in New York, inspected support facilities for U.S. delegations and attended security briefings . . . DAVID A. KORNBLUTH, program officer, attended the International Organization for Migration and Baltic migration meetings in Brussels . . . WILLIAM D. FLEMING, program officer, monitored reintegration projects funded by the bureau in Vietnam and Laos, and visited first-asylum camps in Thailand . . . NEIL EFIRD JR., program officer, participated in a donor mission to Mozambique, monitored refugee programs in South Africa and Swaziland and consulted with refugee and migration affairs staff in Geneva . . . LAUREN I. MAY, program officer, monitored refugee programs in Sri Lanka, Nepal and Pakistan, and participated in a World Food Program food assessment mission in Pakistan.

PAULA R. LYNCH and KENNETH L. FOSTER, program officers, briefed political officers in the political tradecraft course, on the refugee admissions program and its role in U.S. foreign policy . . . Mr. Foster spoke to Haiti-bound Immigration and Naturalization Service officers, about the in-country refugee processing program, and reviewed in-country refugee processing programs in Haiti . . . BETSY A. FITZGERALD, program officer, attended the conference on private international law concerning international adoption of refugee children, in The Hague . . . KAREN L. MCCARTHY and CARLA T. NADEAU, program officers, performed the annual monitoring of voluntary-agency headquarters in New York.

Joining the bureau were presidential management intern MARIZA ARTIFICIO-ROGERS (Office of Policy); JOHN J. MARTINEZ, a participant in the Stay-in-School Program (Executive Office); and STEVEN A. HAWKINS (program officer, Population Office). □

SOUTH ASIAN AFFAIRS

Office of the Assistant Secretary: Assistant Secretary ROBIN L. RAPHEL traveled to the region, March 21-April 5, holding consultations with government officials in the United Kingdom, India, Nepal, Sri Lanka and the Maldives . . . In Nepal, she visited a Bhutanese refugee camp and the site for a proposed hydro-electric project. She was accompanied by chargé MICHAEL MALINOWSKI and political/economic chief PETER GADZINSKI . . . In Sri Lanka, Ms. Raphel and Ambassador TERESITA SCHAFFER visited Batticaloa, receiving briefings on the government's counter-insurgency program at the military headquarters for the eastern province . . . Ms. Raphel



LAHORE, Pakistan—At safe-driving award ceremony, left to right: Sunab Gul, Malik A. Munir Tiwana, Akhtar John, Bruce Knotts, acting consul general Lois W. Mervyn, Joseph K. Din, Ali Khan, M. Rafique, Noor Mohammad.

participated in the April 6-10 visit of Deputy Secretary STROBE TALBOTT to India and Pakistan . . . Staff assistant TOM WILLIAMS accompanied Ms. Raphel to the region . . . On April 20 she joined Under Secretary LYNN DAVIS in briefing the House Foreign Affairs Committee's subcommittee on foreign operations . . . She spoke to a delegation from Pakistan's National Defence College, on U.S. policy toward South Asia, April 29.

Office of India, Nepal and Sri Lanka Affairs: Nepal desk officer DENISE VALOIS briefed members of Refugees International, April 5 . . . Deputy director RON WOODY and Sri Lanka desk officer ALLISON KRUPNICK attended the Department of Commerce strategic commercial plan review, April 18 . . . Colombo deputy chief of mission STEVEN R. MANN consulted in the Department, April 25-29 . . . Director RONALD D. LORTON attended the Asia Society's April 29 program, addressed by House Foreign Affairs Committee chairman LEE HAMILTON, who spoke on "Indo-U.S. Relations." . . . India desk officer ANDREW YOUNG met with the medical director of Physicians for Human Rights, April 29.

Office of Regional Affairs: Director MICHAEL LEMMON addressed the annual political advisers conference at National Defense University, April 20, on U.S. nonproliferation initiatives towards South Asia . . . He participated in U.S.-India nonproliferation experts talks in London, April 27.

Office of Pakistan, Afghanistan and Bangladesh Affairs: Bangladesh desk officer PAUL WOHLERS and Pakistan desk officer JOHN HOOVER attended the Commerce Department's strategic commercial plan review, April 18 . . . Director JOHN HOLZMAN briefed a visiting delegation from Pakistan's Joint Services Staff College on U.S. policy toward South Asia, and met with SULTAN GHAZI, adviser to former Afghan King ZAHIR SHAH, April 27. ■

—(Continued from inside front cover)

Mail drop at State

WASHINGTON

DEAR Editor:

The March article, "Don't shop and order delivery at State, says mailroom warning," takes State employees to task for ordering merchandise for delivery to the Department. It describes employees who do so in criminalistic terms, such as "offenders," and implies that they somehow are cheating the U. S. Government. I fully support genuine efforts to cut the Department's operating costs, but I think that those who promulgated this article ought to consider the transient nature of our employment and particularly the fact that many employees who are in transit or have transferred recently to Washington from overseas (and are looking for a permanent address) have no alternative.

I particularly wish to remind the Department of the special situation of the rovers. We are a small group of men and women based nominally in Washington who spend nearly 100% of our time on the road, filling staffing gaps at our overseas posts or taking over when permanently assigned personnel take R.&R. We spend two years (or more) living out of suitcases so that our embassies can function without interruption. Most of us do not maintain a permanent abode in Washington where our personal mail and packages can be sent and, even if we did, we could not run back to Washington to collect our bills in order to avoid the Department's newly-approved policy of garnishing our wages.

At the present time, we rovers receive all our personal mail, including bills, letters, magazines and packages, through the bureaus to which we are assigned. I enjoy my job very much and wouldn't change it for the world, in spite of its inconveniences. But it will be harder and harder for the Department to find anyone to serve as a rover if such displays of ingratitude as sticking nasty notices on our mail are continued, or such practices as indiscriminately refusing personal mail are adopted.

Yours sincerely,
 GEORGE W. INDYKE Jr.
 Administrative rover
 Bureau of African Affairs

The Diplomatic Pouch and Mail Division replies: "We have no intention of disrupting the personal mail and packages

that are received at State for temporary-duty personnel assigned as rovers to overseas posts, who have a genuine, compelling need to use the Department as their mailing address. We regret the misunderstanding, but this policy was adopted because of the increase in personal mail and packages handled at the Department for employees with residences in the Washington metropolitan area. □

More on diversity—I

FRANKFURT, GERMANY

DEAR EDITOR:

Corazon Sandoval Foley's answer to my letter regarding diversity (STATE, April and March respectively) requires further comment on my part. She missed my point, which was that non-minority males have no institutional representation in the Department's discussions on diversity.

Ms. Foley's response fails in two respects. First, in an apparently unintended instance of *reductio ad absurdum*, she finds in my observation a rationale for the

'I suspect there is a considerably greater number of candidate groups . . . the system would (be) overwhelmed'

direct involvement of all racial and ethnic groups in all discussions involving personnel matters. I am not an expert in racial, ethnic and religious classification, but I suspect that there is a considerably greater number of candidate groups than Ms. Foley lists. The system would find itself overwhelmed by claimants to minority status. Policy formulation would be impossible.

Secondly, I note that currently-recognized minority groups do have institutional representation in all discussions of personnel matters, by Ms. Foley's own office. This brings me back to my original point, that nonminority males are not so represented. Ms. Foley's reference to the American Foreign Service Association leads me to think that she perhaps considers that it plays such a role. While this is not an appropriate forum in which to discuss its role in diversity issues, suffice it to say that this is most assuredly not true.

Alternatively, she may consider that the mere presence of nonminority males within the personnel bureaucracy assures such representation. These individuals undoubtedly hold a range of views regarding diversity policies, however, and to my knowledge no nonminority male within the Bureau of Personnel system is officially charged with representing the interests of this class of persons.

If Ms. Foley truly agrees that there is a need for institutional representation of the views of nonminority males, she should take action to establish a mechanism for such representation.

Thank you for the opportunity to clarify my views.

Sincerely,
 MARK J. LUEK
 Administrative officer □

More on diversity—II

WASHINGTON

DEAR EDITOR:

I am a white male Foreign Service officer in the Department who would like to add his 2 cents to the discussion surrounding the Department's efforts to diversify its workforce. The Department has not clearly defined what it means by diversity, what it means by minority and what the workforce composition goals are toward which the Department (Civil Service, Foreign Service, both) is to be moving. This should be done. (The old saying—if you don't know where you're going, you'll not know when you've arrived—seems to apply.) Not being clear leaves the Department open to criticism.

The Department has been criticized for assigning individuals based on criteria besides merit. The Department, however, always has had political appointees, and other-than-merit criteria have been and continue to be used in assigning career Foreign Service officers. Health and schooling considerations are but two examples of such criteria which long have been used to make a final selection from among "fully qualified" candidates. Such criteria provide the assignment system with flexibility and equity.

Specifically, however, I have heard leveled against the leadership of certain bureaus the charge of "reserving" deputy assistant secretary positions for persons of the "correct gender or race." Apparently, this charge has not been investigated by the Department. It is a serious charge; the Department should investigate and report

the results.

As we all know, rarely is a "best qualified" candidate found for a position within the Foreign Service. Almost always, a choice must be made between several "fully qualified" candidates. When such a choice must be made, then "other-than-merit" criteria appropriately can influence the process.

A time frame is set during which applicants will be sought. During this time, emphasis can be placed on securing female and minority applicants. At the end of that time, if qualified applicants exist, a choice is to be made from among them. Only if no qualified applicants exist will the search be continued. The search should not be continued just because the only qualified applicants have been white males. That is reverse discrimination and, if the Department continues to engage in that kind of activity, I am sure it will be on the losing end of a lawsuit.

Further, if fully qualified candidates (even if they happen to be all white males) are available to fill the position, keeping the position vacant for weeks or months in hopes of finding a fully qualified female or minority says that the work of the position is not important (which leads logically to the conclusion that the position should be considered for elimination). If the work truly is important, keeping the position vacant places an unnecessary, and perhaps morally unconscionable, burden on the bureau staff, who must work around the vacant position.

If the Department wants to increase diversity in assignment outcomes, Department leadership must establish reasonable equal employment opportunity assignment goals, bureaus must be given reasonable time frames to meet them, and those in charge must be held accountable. But in addition, setting and achieving the goals shouldn't cause more problems than the effort solves.

If officers are held accountable for achieving such goals, increasing diversity in assignments through "targets and timetables" could lead easily to other problems. These could include the position reservations mentioned earlier, or simply "tokenism." Bureaus may well compete heavily, early in the assignment cycle, for the best female and minority candidates. Once they have their "token" female and minority assignees, bureau leadership may well not be interested in additional female and minority candidates for other leader-

'The search should not be continued just because the only qualified applicants have been white males'

ship positions until the next transfer cycle. The goals have been set, they must be achieved or the leadership gets "dinged" in their employee evaluation reports, so they will achieve those goals and nothing more.

Such likely outcomes should cause the Department's leadership to realize that requiring the achievement of such goals is counterproductive. Exhortation, consultation and persuasion are necessary to raise awareness about potential candidates for assignment. Demonstrated competency—that is, merit—is necessary to achieve assignment goals.

The Department also has been criticized for promoting—proportionately more women than men in the Foreign Service—that men thus are being discriminated against in promotions. In support of this charge, the figures seem to show that for several years now, an annual average of 25% of eligible female officers are being promoted versus 21% of eligible males.

Let us again return to the "best qualified" versus "fully qualified" argument. Promotion board members consistently say that fine discrimination between candidates is impossible. That is, even though they must rank-order the candidates, the board members cannot distinguish on merit, say, Candidate 39 from Candidate 43 in a group of 120. They can distinguish between say, Candidate 39 and Candidate 59, though. After a board rank-orders the 120 candidates being considered for promotion, the board receives, say, 40 promotion numbers. Members

'All of us will make extra efforts to ensure that women and minority officers are given the same advantage'

then look again at, say, Candidates 35-45 to confirm which candidates make the cutoff and receive a promotion. At this time, adjustments typically are made, and sometimes for reasons not related to evaluation reports.

Remember. Each person in this group of officers is roughly as qualified as every other person for the promotion, and adjustments around the promotion line usually are made by a promotion board. One thus cannot legitimately claim that the first ranking was definitive. Officers originally above the line thus didn't really "have" anything to "lose."

Such adjustments have taken place before the Department's efforts to diversify, and they will continue after the push to diversify has diminished. What the Department must ensure does not happen, though, is moving above the promotion cutoff line any individual whom the board can clearly determine is not as well qualified as those ahead of him/her in the ranking. For this, we must count on the integrity of the promotion board members.

Federal courts ruled that the Department has discriminated on assignments and promotions of female officers and likely will rule that discrimination has taken place regarding minority officers. Unless we really believe that white males truly are superior to females and minorities as Foreign and Civil Service officers, all of us will make extra efforts to ensure that women and minority officers are given at least the same advantages many of us white males give each other—e.g., encouragement to take challenging assignments, assistance to help us do well, guidance in having evaluation reports written on us that will help us get promoted, and an "ol' boys network" we can call upon to seek advice.

We Civil Service and Foreign Service officers all serve together. We should look out for each other and encourage each other. It's not us against them, but all of us together. The Department leadership should work with all of us to gain a consensus on how best to encourage diversity within the Department. We should approach this task with a willing and open heart.

Sincerely,
MICHAEL V. McCABE
Executive Office

Oceans and International Environmental
and Scientific Affairs □

Curacao mascot dies

CURACAO, NETHERLANDS ANTILLES
DEAR EDITOR:

Employees who served at this consulate general during the last 10 years might be interested in knowing that Spencer, guard dog extraordinaire, was mercifully



put to sleep on May 6. He suffered briefly from irreversible paralysis of his hind legs and deterioration to his spine.

He was laid to rest in the garden area east of Roosevelt House. Spencer's faithful companion, Blossom, has assumed all guard duties, and is in good health.

Sincerely,
BERNARD J. WOERZ
Principal officer □

A retort on specialists

SHANGHAI, CHINA

DEAR EDITOR:

I read with great interest the letter to you from a fellow administrative officer, Omar Bsaies, in the March issue. I agree that there is inherent discrimination in the administrative specialist system. The root of the problems Mr. Bsaies raises—differences in recruitment and promotion for specialists—lies in the simple but fundamental fact that specialists do not take the Foreign Service exam and are not commissioned officers. Therein lies the source of "discrimination." Unless Mr. Bsaies and other specialists are required to enter the Foreign Service via the exam, they cannot, and I argue, should not, receive the same treatment as those who do.

I strongly believe that the strength of the Foreign Service lies in the entrance exam system and that passing the exam (and the subsequent tenuring requirements) is the best indicator that an officer

has the qualities necessary to rise to senior program and policy positions. Those of us administrative generalists who have entered the Foreign Service through the exam share with our fellow political, economic and consular colleagues the certainty that any and all of us are qualified and capable of being principal officers. Managerial skill is not the sole nor indeed the most important qualification for such positions. Not all history majors want to be or are capable of being managers, nor can all history majors pass the Foreign Service exam. But those of us who (majored in history and) do pass the Foreign Service exam—and who opt to be administrative officers (including yours truly)—are judged to be capable of acquiring such skills. Knowledge of and interest in foreign affairs, foreign language aptitude, ability to formulate and implement U.S. policy goals and to negotiate with foreign governments—these are the intellectual and "diplomatic" skills which are tested by the exam and tenuring process. These are the qualifications that set the Foreign Service apart from the Civil Service.

In my 10 years of Foreign Service experience, I have worked with many specialists both overseas and in the Department who are narrowly focused and either unwilling or unable to grasp the broader picture of U.S. foreign policy and to conduct foreign affairs. They fail to grasp, too, that the primary function of the administrative officer (both generalist and specialist) is to provide support to the mission as a whole, that is, to the consular, economic and political officers working overseas and in the Department, as well as to other U.S. government organizations with overseas components.

I would be the first to agree that our missions abroad need and value specialists at the mid-level, people with experience in accounting, contracting and maintenance and engineering/construction, to name the functions requiring some of the most specialized training. The Department should be hiring people with specialized degrees and experience in these fields, who are willing to fill mid-level positions. If the Department is hiring "overqualified" people with M.B.A.s and years of experience—and failing to advise these people that their prospects for advancement are very limited—then the Department is at fault for false advertising and for misrepresentation of the reality of the situation. The specialist tract is not intended to be a

"back door" form of entry into the Foreign Service.

I agree with Mr. Bsaies and others that the specialist system requires reform. My proposed solution is to fold the specialist track into the Civil Service with a limited, overseas appointment option. This would serve two major purposes, in my view. One, it would enable the Department to recruit qualified specialists who are willing to work and live overseas. And two, it would provide specialists with fast-track, nondiscriminatory career opportunities within the Civil Service.

The Department and the U.S. Government as a whole would benefit from folding the specialist track into the Civil Service and offering those who so desire the opportunity to live and work overseas. One, it would help ensure that those who really wish to serve abroad are assigned abroad with the appropriate training. All too often, specialists are not given (some even refuse) language and area training opportunities which would make their life and work overseas more productive and comfortable. The specialist opting for service abroad would undertake to learn the appropriate language and to take other training as necessary. For its part, the Department would undertake to provide these employees with sufficient language and area training to enable them to function effectively as part of the Foreign Service community. Two, incorporating the specialists into the Civil Service would provide them with broader career opportunities because they could compete in a nondiscriminatory manner within the larger Civil Service job pool. The Department would undertake to recognize (by faster promotion) those who opt for limited overseas service.

I speak as a veteran of the Civil

Anapestic Assignments

BY EBP

*There was a person assigned to Tashkent,
To which his freight he immediately sent.*

*When the posting suddenly was
changed,*

*He said: "I see why I should have
arranged*

*To be on my way before my goods were
sent." □*

Service, having spent eight years in the Department of Defense. Defense already manages its domestic and overseas civilian workforce in a manner similar to my proposal. Perhaps State should work with Defense and other agencies with overseas Civil Service complements to form an integrated workforce, a workforce which would also serve to broaden the Department's recruitment pool for specialists. Because the Civil Service operates on a "position grade" (as compared to the Foreign Service's "personal rank") basis, truly outstanding specialists could rise quickly to senior positions in the Civil Service without having to go through the lengthy "apprenticeship" system that characterizes advancement in the Foreign Service. Speaking from experience, I advanced quickly in the Civil Service (from GS-11 to GS-13) and took a significant cut in salary and grade to enter the Foreign Service as an FO-04. I have never regretted it because the Foreign Service offers me the opportunity to combine my interest in international relations and foreign affairs with administration.

As studies have noted, the Foreign Service has a higher percentage of senior officers (FEOC and above) than any other department, including the military services. It is not my purpose to debate whether this is warranted or not. I would like to point out, however, that in the military services most officers only reach the grade of lieutenant colonel (FO-02/GS-14). Similarly, in the Civil Service, most employees can aspire to retiring at the very respectable grade and salary of GS-14.

Regarding recruitment patterns in the private sector, it is my understanding that many large companies prefer to hire generalists on the grounds that people with M.B.A.s are often too difficult to retrain and retool to suit the company's needs and command too high a salary. Such companies prefer to recruit well-rounded individuals who have demonstrated an ability and aptitude to learn, and then to provide in-house training tailored to the needs and policy of the company. I cite the example of my brother-in-law, who passed the Foreign Service exam and was offered a position. He chose instead to work for an international bank. The bank recruited him on the basis of his M.A. in international relations, then provided him an in-house, one-year course of study equivalent to the M.B.A. but tailored to the bank's needs. This, in many ways, is

precisely what the Foreign Service does through its training programs. (I do not need to mention that, after 10 years with the bank, he is earning about four times what I do!)

Remember, the Foreign Service, like the military services, is a commissioned service with officers coming in at the bottom and moving up through the ranks. Recruitment and promotion are based on demonstrating more than just managerial skill in budget and finance, personnel, maintenance or procurement. As I have pointed out, senior officers must be well-rounded and grounded in foreign policy as well. In addition to being managers, our senior officers must be able to represent the United States in political, economic and consular affairs.

Those specialists who are willing and able to demonstrate they possess the aptitude and ability to handle the broad spectrum of Foreign Service functions should take the exam and enter the Foreign Service formally. For those who choose not to take this route, I submit that the solution lies in requesting the Department to reform the specialist program by folding it into the Department's Civil Service and institutionalizing a system of limited overseas appointments for those mid-level employees with special skills who desire to serve overseas.

Sincerely,
RONALD J. DEUTCH □

Ambassador is sprayed

GEORGETOWN, GUYANA



DEAR EDITOR:

I thought you might be interested in the enclosed photograph. It appeared on Page 1 of the March 29 issue of the *Stabroek News*, Georgetown's leading newspaper.

The occasion was Phagwah, March 27, a Guyanese national holiday brought

to Guyana by East Indian immigrants in the 19th century. In India, it is better known by the name *Holi*, which comes from the Hindu word *hola*, or grain. In both India and Guyana, it is celebrated by spraying fellow celebrants with colored powders and colored water.

The sprayer in the photograph is the Hon. Reepu Duman Persaud, M.P., minister of agriculture, majority leader in parliament, and Guyana's leading Hindu *pandit*. As you can see, he was quite liberally powdered and sprayed himself. The sprayee, of course, was yours truly. Since getting colorfully doused is inevitable, one might as well spread one's arms and enjoy it.

Sincerely,
GEORGE F. JONES
Ambassador □

Get this straight

ARLINGTON COUNTY, VA.

DEAR EDITOR

I enjoy reading *STATE* each month. I like reading the articles, and I like the various regular pieces (like the letters, "Life in the Foreign Service," the questions for Medical Services, etc.

But here is the rub: You have deleted the name of our bureau from the "Bureau Notes." Our bureau name is the Foreign Service Institute. That has not changed. Our location has changed from State Annex 3 to State Annex 42, also known as the National Foreign Affairs Training Center.

I don't know how many phone calls I have taken from the Department personnel who are concerned about training "now that F.S.I. is no longer with us . . ." F.S.I. is stronger, bigger and better than it was before. Our new facility is a great place to learn in and to work in. Our mission here is the same as it was when we were located in Rosslyn. We are here to serve all employees of the U.S. Government's foreign affairs community. We are proud of that mission, and we are proud to be called the Foreign Service Institute.

Please, when you refer to activities of our bureau—graduations, personnel profiles, bureau notes, course listings—please use our bureau name and not our buildings' title. Many thanks.

Sincerely,
VIRGINIA RUDDY,
Deputy director, administrative training ■

MUSIC AT STATE

Acrobatics on the piano; Armenian children sing

BY SHARON RICKS

The reviewer is an information analyst in A.I.D.'s Executive Secretariat.

The "State of the Arts" series on April 20 in the Dean Acheson Auditorium featured Charles Blanchard, a pianist, followed by 20 Armenian exchange students as part of Armenia's "Sister City" program.



Ms. Ricks

Mr. Blanchard played "Die Lorelie, Second Version" (which relates the story of mythical mermaids in the Rhine River) and "A Flat Liebestraume." The two songs were combined by Franz Liszt to create a piano solo. Admittedly, Mr. Blanchard, a self-taught pianist since age 15, missed a few notes during the performance, but even Vladimir Horowitz played wrong notes, and it didn't detract from the essence of the music.

Mr. Blanchard then took the audience to a 19th-century salon for a taste of pure Italian opera. "The Valse," a capriccio on themes from Donizetti's "Lucia de Lammermoor," and "Parisina" found

Mr. Blanchard more at ease with the grand piano. During this 10-minute workout, the pianist's right hand achieved high-impact aerobic feats as it jumped quickly over the left hand to tackle keys on both sides of the keyboard. His technique resembled that of a professionally-trained pianist.

Although his performance was impressive, it was obvious that the best had been saved for last. Twenty Armenian children, ranging in age from 13 to 17, had come to express their thanks to the United States for rescuing them during the recent Armenian earthquake.

The auditorium was filled with the sounds of drums, violins and the piano. The premier instrument was the Armenian duduk, made from the wood of fruit trees. It looked like a clarinet but sounded like a combination of a cello and a viola, and was very difficult to play. Each sound required the children to fill their cheeks to maximum capacity with air.

The performance ended with a touching rendition of "God Bless America." The audience offered a standing ovation, and Caryl Traten Fisher, founder of "State of the Arts," gave the children some souvenir candy. □

A 'tornado' of song sweeps in

A love tornado swept through the East Auditorium on April 6, striking over 50 people who attended the "State of the Arts" series with romantic songs from

Brazil, Cuba, Italy, France, Mexico and the United States.

Bobby Jimenez, Cuban singer, accompanied by Bibiana Borroto, guitarist, used his comedic and acting skills to ignite the audience with a collection of 10 familiar love songs. Unfortunately, although he was billed as a Cuban singer, he sang in several languages and left his forte, Cuban music, represented with only one song, "Tornado."

Halfway through the program, Mr. Jimenez' intonation had warmed up to its full potential. During "La Bikina," a popular Mexican folk song, his dancing and leg-drumming added a colorful twist. However, a real drum would have emphasized the rhythmic quality of the folk song even more.

Ms. Borroto's beautiful soprano accompanied Mr. Jimenez adequately in "La Maladie d'Amour," a French song, and "Evergreen," an American song, but her level of enthusiasm didn't match his.

Mr. Jimenez' ability to interpret languages was spectacular. In "Noche de Ronda," a Mexican song, he left the stage and strolled among the listeners, singing in Spanish, then returned singing in English.

One of my favorite songs was the finale, an American song, "How Do You Keep the Music Playing?" The audience applauded enthusiastically, and members of it gathered around the stage after the performance to hear more. A few folks even danced. Two listeners, Peter Downs and Rebecca Niec, from A.I.D.'s Africa bureau, said they enjoyed Mr. Jimenez' nice, easy style and strong voice: "It was a great stress reliever."—S.R. ■



Armenian children perform in the East Auditorium. (Photo by Clyde McNair)

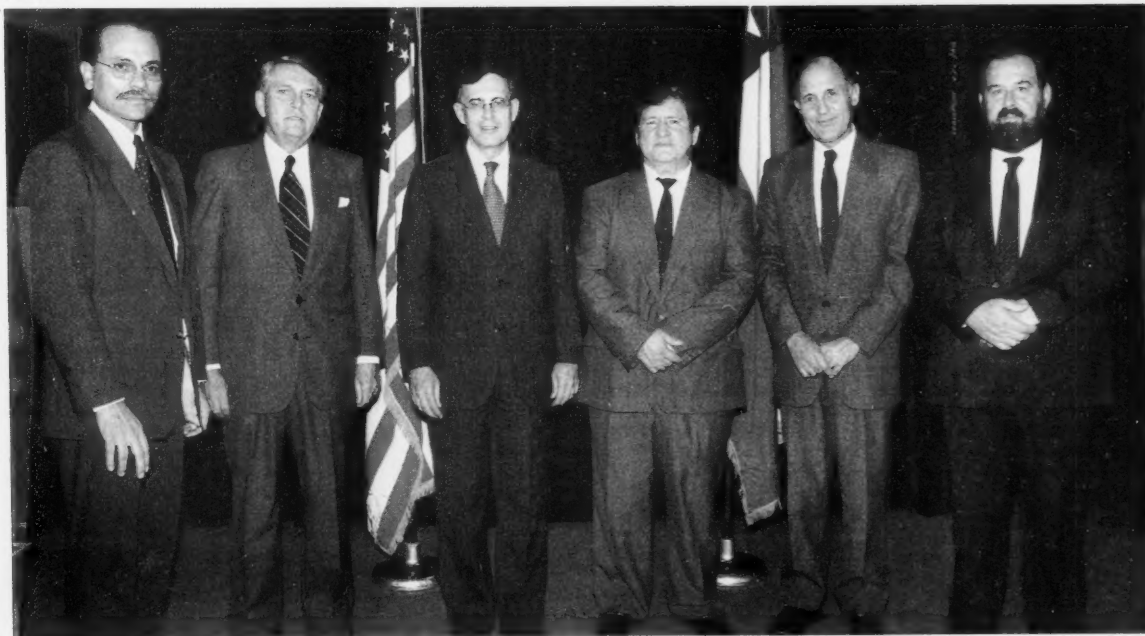
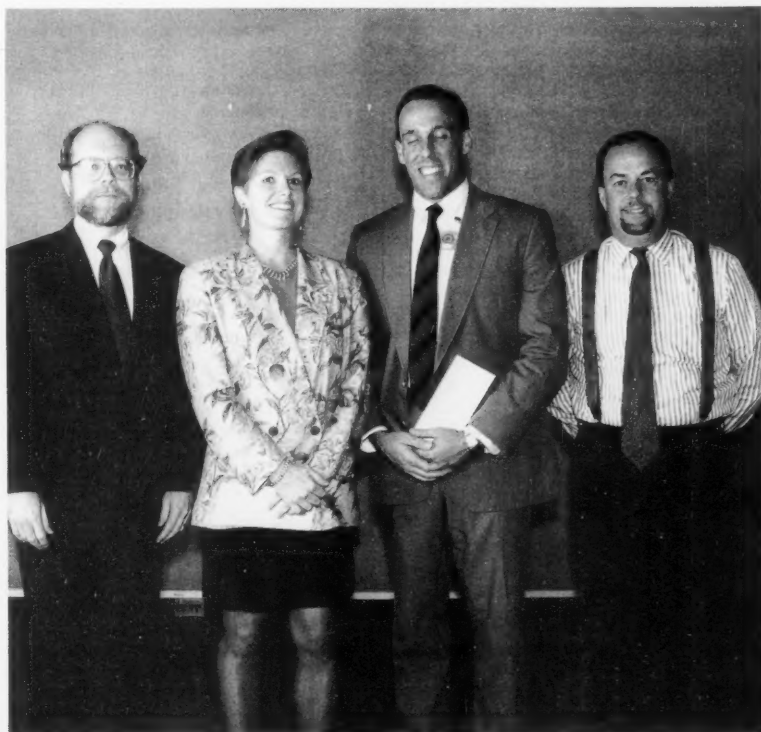
HONORS & AWARDS



MADRID, Spain—Ambassador *Richard N. Gardner* (right) presents Meritorious Honor Award to vice consul *Leo Voytko*.

SINGAPORE—Chargé *Ralph L. Boyce*, left, with Award for Valor recipients *Connie Parrish*, *Dale McElhattan* and *Doyle Lee*. The awards are in connection with two separate fires at the embassy.

SANTIAGO, Chile—At award ceremony, left to right: *Roberto Brady*, *F. Coleman Parrott*, Ambassador *Curtis W. Kamman*, *Exequiel Sandoval*, *Edgardo Francke*, *Pedro Lehuedé*.



HONORS AND AWARDS

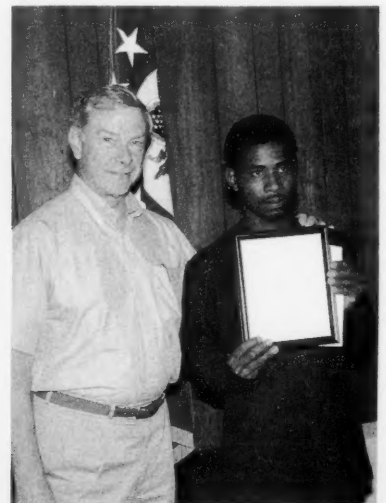


BANDAR SERI BEGAWAN, BRUNEI—At award ceremony, from left: *Robin Guna, Laura Zain, Ambassador Theresa A. Tull, Johari Haji Ahmad.*



GUANGZHOU, China—Vice consul *Douglas Kelly* receives Meritorious Service Award from consul general *Gene Martin.*

NIAMEY, Niger—Ambassador *John S. Davison* presents "Guard of the Month" award to *Sidikou Amadou*, residential guard. ■



O B I T U A R I E S

Barbara Schell is killed in Iraq in helicopter crash

Barbara L. Schell, 50, a veteran Foreign Service officer, was killed in northern Iraq on April 14 when the helicopter in which she was a passenger was shot down



Ms. Schell

by U.S. fighter jets that mistook it for enemy aircraft. Twenty-five other passengers perished in the incident, which included the downing of a second helicopter. Ms. Schell had been serving as political adviser to the commanding general of Operation Provide Comfort, the U.S. relief effort to aid the Kurds.

Department spokesman Michael McCurry issued a statement which said in part: "The Secretary, along with many others in the Department, have been in touch with Barbara's family to express their deepest condolences. Those who knew her here described her as an independent, adventuresome person who had very much wanted the job she was serving in. She was known to her friends as someone with a dry sense of humor and a very warm spirit."

Director general Genta Hawkins Holmes, issuing a Department Notice in praise of Ms. Schell, said: "She showed a zest for difficult assignments, serving only at hardship posts. Barbara had faced danger before, winning an award for heroism for her service at Embassy Tehran after it was overrun by militants in 1979, and was again cited for brave service in evacuating Americans from Iran that year."

Ms. Schell began her 28-year tenure in the Foreign Service in 1966. After serving as vice consul in Casablanca, she was assigned to Manila in 1971. The following year she became consul at the post. She was detailed to the Office of Economic Opportunity, 1972-73, then served as a personnel officer with the Board of Examiners of the Foreign Service, 1973-74. In 1975 she became visa officer in Tehran. Later, she served as consul and commercial officer there and



Barbara L. Schell, when she was deputy chief of mission in Oran, huddled with the children of consulate employees.

earned two Meritorious Honor Awards, in addition to the Award for Heroism.

After an assignment as an economic analyst in the intelligence bureau, Ms. Schell was named director of the Office of Iranian Affairs in 1980. She served as principal officer in Oran, Algeria, 1984-87. The following year she became economic and commercial officer in Damascus. She was deputy chief of mission in N'Djamena, 1990-92, before serving as the last consul general in Alexandria, 1992-93. She began her final assignment in Incirlik, Turkey, last year. She had

been slated to become deputy chief of mission in Antananarivo this summer.

Ms. Schell was born in Bridgeport, Conn., on December 6, 1943. She received a bachelor's from the University of Michigan. She also attended George Washington and the Sorbonne. A memorial service attended by her coworkers was held at Washington National Cathedral on May 2. She was also honored in a solemn ceremony at the Department on Foreign Service Day, May 6.

Her survivors include her husband, John G. Laylin, her father and a brother. Condolences may be sent to her husband in care of his sister, Laura Laylin Nichols, 438 River Bend Road, Great Falls, Va. 22066. □

William O. Baxter, 89, a retired Foreign Service officer, died at a nursing home in Bethesda, Md., on April 15.

Mr. Baxter began his career at State in 1944 as a country specialist in the Bureau of Near Eastern and South Asian Affairs. In 1949 he joined the Foreign Service and was posted to Ankara. After serving as an international relations officer in the Department, he became deputy chief of mission in Tel Aviv in 1956. He was a supervisory foreign affairs officer in Washington, 1959-62. After a final assignment as consul general and principal officer in Calcutta, he retired in 1964.

Mr. Baxter was born in Knightstown, Ind., on July 21, 1904. He received a bachelor's from DePauw and master's degrees from the University of Illinois and Princeton. Before State, he headed the English department at Robert College in Istanbul and served as chairman of the humanities division at the University of Oklahoma. After State, he was administrator for four years of St. Alban's Episcopal Church in Washington. He leaves a daughter, Prudence Hoppin of Washington, a son and five grandchildren. □

Patrick E. FitzGerald, a retired Foreign Service officer, died on March 2. The date of his death was reported incorrectly in the last issue. Besides his wife, Melissa, he leaves four sons, a daughter, four grandchildren, a sister and a brother. □

John F. Hendrickson, 74, who was a retired administrator at State, died at Fairfax Hospital in Falls Church, Va., on April 7.

Mr. Hendrickson began his career in the Department in 1971 as an environmental adviser to the U.S.-Canada International Joint Commission. Two years later he was appointed its executive director, in addition to other duties there. He retired in 1980.

Mr. Hendrickson was a native of Des Moines who attended Simpson College and the University of Wyoming. He received the Bronze Star for his Army service during World War II. Before State, he worked for the Interior Department and the U.S. Public Health Service. He was a high priest of the Church of Latter-Day Saints and a supervisor at the Washington Temple. He leaves his wife of 52 years, Naomi Hendrickson of Annandale, Va., seven sons, a daughter, three sisters, a brother, 32 grandchildren and 5 great-grandchildren. □

Frank S. Hopkins, 86, a retired Foreign Service officer, died at Sibley Memorial Hospital in Washington on April 25.

Mr. Hopkins began his career at the Department in 1945 as an assistant division chief at the Foreign Service Institute. After serving as deputy director of the institute and as State's representative at the Army War College, he joined the Foreign Service in 1952 as public affairs officer in Stuttgart. Next, he was director of UN Educational, Scientific and Cultural Organization relations at State, 1956-58. In 1958 he became principal officer and consul in Martinique. He was principal officer and consul general in Melbourne, 1960-64. After a final assignment as an office director in the Bureau of Educational and Cultural Affairs, he retired in 1968.

Mr. Hopkins was born in Gloucester, Va., on March 8, 1908. He received a bachelor's from the College of William and Mary and a master's from Columbia. Before State, he worked as a reporter for the Baltimore Sun and the Richmond Times-Dispatch.

After his service at State, he served as vice president of the World Future Society before retiring again in 1975. He leaves his wife, Louise Lang Hopkins of Bethesda, Md., a daughter, two sons, two sisters and five grandsons. □

Robert C. Martindale, 91, a retired Foreign Service officer, died in Green Valley, Ariz., on April 20.

Mr. Martindale joined the Service in 1948 and became first secretary in Cairo later that year. He was political officer in Buenos Aires, 1951-54. In 1954 he became principal officer and consul in Zagreb. Next, he was principal officer and consul general in Nogales, 1956-58, and Guadalajara, 1958-61. After a final assignment in Tangier, Morocco, he retired in 1962.

Mr. Martindale was born in Santa Barbara, Calif., on February 11, 1903. He attended Columbia, Oxford and the University of Paris. Before State, he was a reporter with the New York Herald and the Chicago Tribune. He had also been an Egyptologist and chief of intelligence with the Office of War Information during World War II. He was the author of "Journal of a Consul General," published in 11 volumes. He leaves his wife, Margarita, of Green Valley, two daughters, five grandchildren and three great-grandchildren. □

Douglas E. McDaniel, 36, a presidential management intern in the Office of the Inspector General, died of cancer in Sacramento on March 28.



Mr. McDaniel

Mr. McDaniel had worked in the inspector general's Office of Audits since 1991. He was a native of San Francisco who earned a bachelor's from the University of California at Davis, a master's from California at Santa Barbara and a doctorate from American University. He also attended London's Royal Institute of International Affairs as a Fulbright scholar.

Before State, Mr. McDaniel taught international relations at American and political science at the University of Georgia. He had also worked as a foreign affairs analyst for the Congressional Research Service and as a program analyst for a consulting firm in Chicago. He was the author of a book on U. S. technology export controls.

His survivors include his father, Gerald McDaniel of Sacramento, his mother, Kirsten Pedersen of Copenhagen, his grandmother and a brother. His family has established a scholarship fund in his name at California State University at Sacramento. Contributions may be sent to the university's Department of Government, 6000 J Street, Sacramento, Calif. 95819-6089. □

Maurine P. Rhodes, 87, a retired foreign affairs officer, died at her home in Washington on April 18.

Ms. Rhodes began her career at State as a clerk in 1948. She became an administrative assistant in the telecommunications division in 1951.

The following year she was promoted to foreign affairs officer in the telecommunications division, a position she held until her retirement in 1972. She attended numerous international conferences on telecommunications issues.

Ms. Rhodes was born in St. Joseph, Mo., on June 17, 1906. She attended Johnson Business College in St. Joseph and worked for the War Department before coming to State. Her survivors include a brother, Emmett C. Rhodes of Washington. □

Benjamin R. Richards, 84, a retired budget officer at State, died at the Hospice of Washington on April 19.

Mr. Richards began his career in the Department as a budget analyst in 1966. He became a budget officer in the Office of Operations in 1971, a position he held until his retirement in 1976.

He was a native of Derby, England, who came to the United States in 1928. He earned a bachelor's from the University of Maryland and a master's from George Washington. He served in the Army overseas during World War II and later became an Air Force colonel. His survivors include his wife, Ruth C. Richards of Washington, and a daughter. □

Velma F. Ryan, 92, a retired intelligence research specialist, died at her home in Washington on April 8.

Ms. Ryan began her career at State in 1950 as a foreign affairs analyst. She began working in the intelligence bureau later that year. Through most of her tenure, she specialized in northeastern Asia issues. She retired in 1965.

Ms. Ryan was born in Monroe City, Mo., on August 25, 1901. Before State, she worked at the Department of Justice and as a foreign trade analyst at the Foreign Economic Administration. She leaves a sister, Mary Ryan of Wheaton, Ill., and four brothers. □

Alvin T. Slemmons, 78, a retired Foreign Service officer, died in Marbella, Spain, on March 29.

Mr. Slemmons joined the Service in 1952 and became general services officer in Baghdad. He was general services attaché in Bangkok, 1957-61. In 1961 he became administrative officer in Quito. Next, he was administrative officer and consul in Singapore, 1963-64. In 1964 he was posted to Zomba, Malawi, as economic officer and consul. After a final assignment in Freetown, he retired in 1968.

Mr. Slemmons was born in Terre Haute on December 2, 1915. Before State, he was an administrative officer for the Department of the Army. He leaves his wife, Mary A. Slemmons of Nashville, Ind., two grandchildren and a son. □

Edith J. Titus, 97, mother of retired Foreign Service officer Winifred T. Hall, died at her home in Princeton, N.J., on April 10.

Beginning in 1956, Ms. Titus accompanied her daughter on postings to Paris, Seoul, Bern, Dublin and Port-of-Spain. She was a native of Quebec who came to the United States in 1922 and lived in New York and New Jersey before joining her daughter overseas. In addition to her daughter, she leaves a grandson, Brooks Hall. ■

Here are the facts

(See Page 25)

—The United States has 18 diplomatic posts in the former Soviet Union. They're in Almaty, Kazakhstan; Ashgabat, Turkmenistan; Baku, Azerbaijan; Bishkek, Kyrgyzstan; Chisinau, Moldova; Dushanbe, Tajikistan; Kiev, Ukraine; Minsk, Belarus; Riga, Latvia; Tallinn, Estonia; Tashkent, Uzbekistan; Tbilisi, Georgia; Vilnius, Lithuania; Yerevan, Armenia; and Moscow, St. Petersburg, Vladivostok and Yekaterinburg, in Russia. □

State legal volume is published

Book I of the "Cumulative Digest of U.S. Practice in International Law, 1981-1988," published by the Department's Office of the Legal Adviser, is now available through the U.S. Government Printing Office. Edited and in part written by Marian Nash (Leich), the 1,311-page volume includes materials on which work was first begun in 1989, as well as other articles.



LOME, Togo—At award ceremony, from left: *Tchalim Nolaki, Yao Ebia, Mawuli*

Defoe, Kodjo D. Agbana, Abass Dadani, Ambassador Harmon E. Kirby; Bernard

Gadje, Michel Kokodoko, Komi Agbo, Joseph Suppey, Albert Zekpa.

LIBRARY BOOKLISTS

After the Cold War: security, peace-keeping, disarmament

General and historical

- Bailey, Kathleen C. *Doomsday Weapons in the Hands of Many: The Arms Control Challenge of the '90s*. Urbana, IL, Univ. of Illinois Press, 1991. 158 p. JX1974.7.B34
- Brzezinski, Zbigniew. *Out of Control: Global Turmoil on the Eve of the Twenty-First Century*. New York, Scribner, 1993. 240 p. D860.B79
- Burrows, William. *Critical Mass: The Dangerous Race for Superweapons in a Fragmenting World*. New York, Simon & Schuster, 1994. 573 p. UA10.B87
- Chace, James. *The Consequences of the Peace: the New Internationalism and American Foreign Policy*. New York, Oxford Univ. Press, 1992. 221 p. E881.C42
- Changing Our Ways: America and the New World*. Washington, D.C., Carnegie Endowment for International Peace, 1992. 160 p. E881.C46
- Jones, Dorothy V. *Code of Peace: Ethics and Security in the World of the Warlord States*. Chicago, Univ. of Chicago Press, 1991. 208 p. JX1255.J66
- Lebow, Richard N. *We All Lost the Cold War*. Princeton, NJ, Princeton Univ. Press, 1994. 552 p. DK69.L42
- Lundestad, Geir. (ed.) *Beyond the Cold War: New Dimensions in International Relations*. New York, Oxford Univ. Press, 1993. 270 p. On order.
- Paterson, Thomas G. *On Every Front: The Making and Unmaking of the Cold War*. New York, W.W. Norton, 1992. 304 p. On order.
- Poole J.B. (ed.) *Verification 1993: Peace-keeping, Arms Control and the Environment*. London, Brassey's, 1993. 340 p. On order.
- Roberts, Brad. (ed.) *U.S. Foreign Policy After the Cold War*. Cambridge, MA, MIT Press, 1992. 367 p. E881.U17
- Robinson, Jeffrey. *The End of the American Century: Hidden Agendas of the Cold War*. London, Hutchinson, 1992. 399 p. On order.
- Rostow, Eugene V. *Toward Managed Peace: The National Security Interests of the United States, 1759-the Present*. New Haven, CT, Yale Univ. Press, 1992. 401 p. E183.7.R748
- Shaw, Martin. *Post-Military Society: Militar-*

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32-61-12



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A
NICE
DAY

ACTUALLY I HAVE NOTICED THAT
BEFORE... THAT'S WHERE I
WROTE DOWN MY SAFE
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